

**Prince George's County, Maryland
Citizen Complaint Oversight Panel**

**2019
ANNUAL
REPORT**



**Angela D. Alsobrooks
County Executive**

Message from Chair

Dear Citizens and Residents:

The Prince George's County Citizen Complaint Oversight Panel (CCOP or Panel) has been part of a police accountability process in Prince George's County for more than 30 years. We ensure that complaints regarding the conduct of officers of the Prince George's Police Department are investigated fairly and properly by providing independent oversight of the investigative process. As such, the Panel is a separate County government entity, independent of the police department, and comprised of citizens from throughout the County who dedicate their time in furtherance of that mission. Our primary mandate is to ensure that these complaints are thoroughly and impartially investigated and that the dispositions are appropriate, and supported by the record.

We recently redesigned the look of our report to include less narrative text and provide readers with a more at-glance presentation of information on the cases we review. We have also expanded our case summary section to include more detailed summaries for each investigation reviewed. While our current reports are more descriptive than analytical, we now have a data collection and reporting system that would allow our future reports to also include statistically meaningful data analyses. This is an ongoing improvement process. Expect to see more enhancements and changes in the future.

Please note that this annual report covers an abbreviated 8-month reporting period. Due to multiple vacancies, the Panel did not have the quorum required to review cases for the 3rd quarter and part of the 4th quarter of 2019. In October, however, the County Executive appointed new members of the Panel who were confirmed by County Council. With the new Panel composition, we immediately began working an aggressive meeting schedule to reduce the backlog of cases pending CCOP's review. Because of the Panel's hard work and commitment, we reduced the cases pending, and were able to complete a comparable number of reviews in 2019 as compared to the last few years.

We continue to work hard to ensure that we are conducting thoughtful and thorough reviews of the investigations we receive. A more meaningful and transparent accountability process remains our main objective. Thank you for your interest in the work of CCOP.

Sincerely,

Florence Felix-Lawson

Chairperson



CCOP meets weekly to review Internal Affairs investigations.

Inside

- **CCOP Overview**
- **Statistical Data**
- **Case Recommendations**
- **Issues and Concerns**
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CCOP OVERVIEW

ENABLING LEGISLATIONS

CB-25-1990

This legislation created the CCOP, providing for objective citizen participation in the complaint process and strengthening existing procedures for handling complaints made by citizens against members of PGPD for allegations of excessive force, harassment, and/or

PANEL AUTHORITY

The CCOP has the authority to make recommendations regarding policy changes, supervision, operational procedures, training and recruitment. The CCOP's authority is limited to officers of the Prince George's County Police Department (PGPD). Entities not within CCOP's jurisdiction include Park, state, and local municipal police forces, as well as the Sheriff's Department.

CB-44-1994

This legislation amended the terms of the Panel members.

CB-59-2001

This legislation expanded the CCOP's powers, giving it the authority to conduct its own investigations and to issue subpoenas through the County Council. It also expanded the scope of investigations reviewed to include all complaints filed against a member of PGPD for violation of any law or regulation (whether brought by a citizen, superior officer or any source), all discharge of firearms, and all in-custody deaths that may have resulted from an officer's use of force. It also reviews disciplinary documents and hearing board reports.

PANEL RESPONSIBILITIES

While the CCOP's specific responsibilities are listed below, we also participate in outreach and other activities related to police accountability and transparency. Our mandated responsibilities are:

- Reviewing the processing and investigation of complaints and submitting comments and recommendations to the Chief of Police;
- Participating in police accountability outreach and information dissemination;
- Conducting concurrent and subsequent investigations, as well as issuing subpoenas through the County Council, when appropriate (although not being done due to lack of resources); and
- Issuing an annual report to the public.

PANEL COMPOSITION

The CCOP is comprised of seven members appointed by the County Executive and confirmed by the County Council. The Panel members must be Prince George's County residents and broadly representative of the County. Members cannot be current employees or elected officials of any non-federal jurisdiction, a candidate for such office, or employed by any law enforcement organization. The County Executive designates the Panel chair. The Panel selects the vice-chair. See the list of 2019 panel members in the chart on page four.

The Panel members who served in 2019 are listed below.

2019 CCOP PANEL

MEMBERS

Florence Felix-Lawson, Chair
Kimberlei Richardson, Vice Chair
Cardell Montague
Kelvin Davall (Appointed 10/19)
Marsha Ridley (Appointed 10/19)
Daniel Vergamini (Appointed 10/19)
Vacancy

Dale Crowell, Former Chair (Resigned 6/19)
Mary Godfrey, Former Vice Chair (Resigned 6/19)
Blanco High (Replaced 10/19)

LEGAL COUNSEL

Marva Jo Camp, Esq.

STAFF

L. Denise Hall
Staff Director

Ashley Smalls
Administrative Aide

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Workload

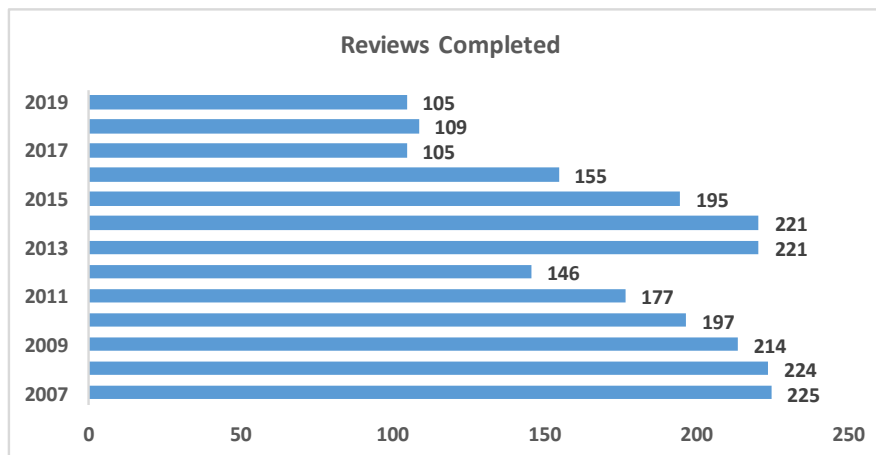
In 2019, for an eight-month period (January through June, November, December), the CCOP reviewed 105 investigations containing 495 allegations referred by PGPD's Internal Affairs Division (IAD) or added by the CCOP. Four investigations received by the CCOP were administratively closed prior to the CCOP's review for various reasons, such as resignation of the officer.

10,422
Allegations
2001 to 2019
Individual allegations were not tracked prior to 2001

3,405
Investigations
1991 - 2019

It is important to note that the number of investigations reviewed by the CCOP does not reflect the number or level of complaints received by PGPD during this reporting period. The CCOP data only represent the investigations it received and reviewed in 2019. The investigations reviewed by the CCOP in 2019 also include PGPD complaints that were filed in prior years where the investigations were concluded and referred to the CCOP in the current year.

**Please note that some data presented in this report may reflect adjustments and corrections made to quarterly report numbers.*



49.5%
52 Internal Affairs Investigations

46.7%
49 Special Investigations

3.8%
4 Administrative Closures

The CCOP only reviews investigations completed by the IAD and referred to the CCOP for review in the two major classifications below. Complaints that do not involve misconduct and will not require complete IAD investigations are routed to a special inquiry process referred to as Field Case Inquiries.

- **Special Investigations (SI)** - Investigations that allege a criminal act or could result in a criminal charge or investigation, such as domestic violence, DWI/DUI, theft, unauthorized access to a criminal database, uses of force that result in injury and all discharges of firearms. A special investigation team within the police department investigates these complaints.
- **Internal Affairs Investigations (IA)** - Investigations alleging use of abusive, derogatory or inappropriate language, most uses of force that do not result in injury and other types of misconduct.

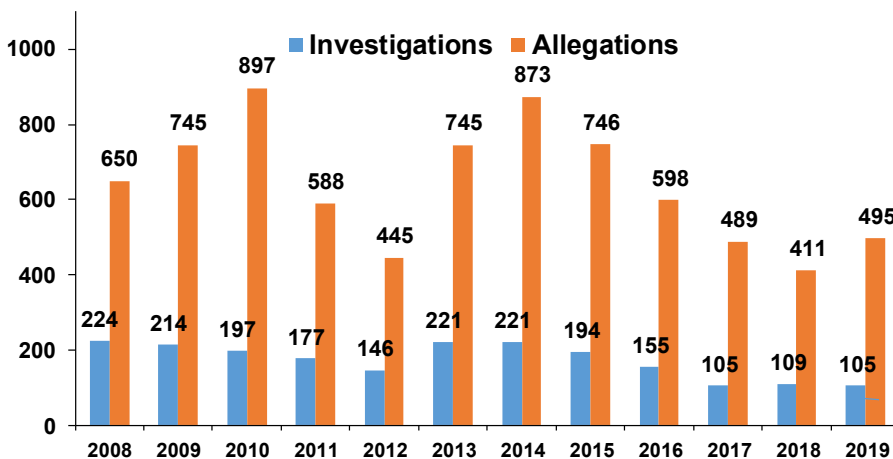
Workload (Cont.)

The yearly number of investigations reviewed by the CCOP has decreased by 53.1% since 2008. While there have been some changes during this period, an overall downward trend has been consistent since 2014. Factors contributing to the consistency in this trend are:

- (1) *The Field Case classification of investigations, which included complaints sent directly to district commanders for investigation, has been eliminated. The Department instituted a process to more efficiently route these complaints directly to IAD for investigations. However, this did not result in a corresponding increase in the number of investigations routed to the remaining SI or IA classifications.*
- (2) *The Department established a process to triage complaints. Some of the triaged complaints were deemed not to be related to misconduct and were processed at the command level, without IAD investigations. This resulted in an overall decline in the number of full complaint investigations completed by IAD.*

Much like a jury, the Panel reviews, discusses and deliberates each charge or allegation presented in an investigation. Therefore, at the granular level, the total number of allegations reviewed by the CCOP is a better indicator of the Panel's overall workload.

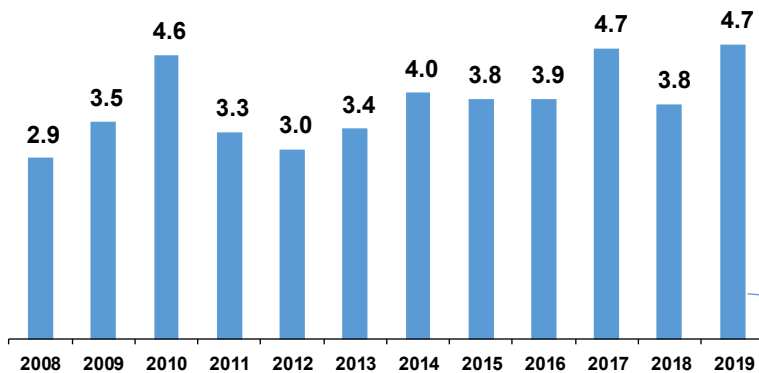
of Investigations Reviewed Since 2008 Decreased by 53.1%



of Allegations Reviewed Since 2008 Decreased by 23.8%



Average # Allegations Per Investigation



The chart above also shows the trend for the number of allegations since 2008, which was as high as 897 in 2010. After a four-year decline since 2014, the number of allegations increased by 13.1% in 2019, up from 411 in 2018 to 495. This increase was due in part to seven cases that contained 12-32 allegations each.

The average number of allegations or charges per investigation has fluctuated some since 2008, but has consistently remained between 3 and 5. This information provides an understanding of the CCOP's case review process.

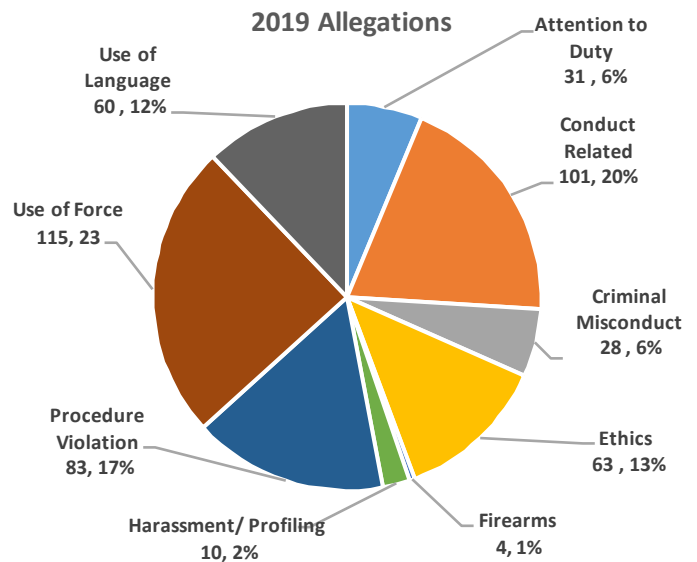
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Allegations

In 2019, the CCOP reviewed a total of 495 allegations referred by IAD in the 105 completed investigations. Please note that allegations in the four administrative closures are not included in this count. For statistical purposes, the allegations reviewed are grouped into the nine categories according to the nature of the allegations presented in investigations. The charts below show the distribution of the 2019 allegations among these specific categories, as well as the comparative change of the distributions since 2018.

Use of Force, Conduct-Related, Procedure Violations, Ethics, and Use of Language allegations were the most frequently reviewed allegations.

Allegation	2018	2019	Change from 2018
Attention to Duty	19	31	63.2%
Conduct Related	120	101	-15.8%
Criminal Misconduct	23	28	21.7%
Ethics	38	63	65.8%
Firearms	4	4	0.0%
Harassment/Profiling	5	10	100.0%
Procedure Violation	58	83	43.1%
Use of Force	88	115	30.7%
Use of Language	56	60	7.1%
Total	411	495	20.4%



DEFINITIONS

- **Attention to Duty** - Failure to perform duties as prescribed.
- **Conduct Related** - Unbecoming conduct and unreported misconduct.
- **Criminal Misconduct** – Administrative charge for misconduct not successfully prosecuted in courts.
- **Ethics Violation** - False Statements and Misrepresentation of Facts.
- **Firearms Charges** -Intentional and accidental discharges of a firearm by an officer.
- **Harassment/Discrimination** - Acts of unwarranted verbal or physical threats or demand, and any acts of misconduct related to a person’s race, creed, color, national origin, gender or religion.
- **Procedure Violation** - Failure to adhere to procedures as outlined in the police General Order Manual (GOM) or Standard Operating Procedures.
- **Use of Language** - Abusive, discriminatory or inappropriate use of language.
- **Use of Force** – Excessive, unnecessary, and aggressive uses of force not related to the use of firearms

Allegations (Cont.)

For purposes of this report, the allegations referred for the CCOP’s review have also been grouped into twelve categories that reflect the type of contact that resulted in the allegations being investigated. They are explained below.

- **Arrest**— Allegation occurred subsequent to or during the arrest or detention of a subject.
- **Dispatched to Scene**—Allegation related to an encounter that occurred when the officer was dispatched to a scene.
- **Domestic**— The officer reported to or was the subject of a domestic incident.
- **Firearms Related** — The incident resulted in the intentional or unintentional discharge of a firearm, improper handling or storage of a firearm, or failure to follow protocol related to the use of a firearm.
- **Investigative Stop/Patrol Duty**– The allegation occurred during an investigation stop or during the officer’s normal patrol duties.
- **Internal Incident**— Allegation originated by a superior or other officer or are actions that occurred internally (i.e., in office spaces, classrooms, inside district stations, etc.).
- **Off-Duty**— Alleged misconduct occurred when the officer was off-duty and not on secondary employment.
- **Other Duties or Assignment** —**Alleged** misconduct occurred while the officer was assigned to special teams or other duties.
- **Search or Warrant**— Allegation occurred subsequent to the search of a subject and/or his property. Also includes allegations related to the execution of warrants, of all types.
- **Secondary Employment**—Allegation occurred during the officer’s secondary employment assignment.
- **Social Media Police Violation**— Allegation is related to the inappropriate use of social media.
- **Traffic Stop**—Allegation related to a traffic stop or traffic incident.

Below is the distribution of IAD allegations. The table shows that traffic and investigative stops accounted for a large number of allegations that resulted from complaints filed directly by citizens. While investigative stops/patrol duty resulted in a large number of allegations, these were mostly related to allegations generated or identified by Internal Affairs rather than citizen complaints.

Allegations by Incidents											
Incident Type	Total	%	Attention to Duty	Conduct Related	Criminal Misconduct	Ethics	Firearms	Harassment/Profiling	Procedural Violations	Use of Force	Use of Language
Arrest	59	11.92%	2	4			1	1	5	40	6
Dispatched to Scene	23	4.65%	6	3					5	6	3
Domestic	26	5.25%		11	5		1		2	7	
Firearms Related	11	2.22%				4	5		1	0	1
Internal Incident/ Reviews	121	24.44%	6	30	18		47	3	15		2
Investigative Stop/ Patrol	67	13.54%	2	15	2			1	5	31	11
Off-Duty	6	1.21%		1	2				1	1	1
Search/Warrant	0	0.00%									
Secondary Employment	11	2.22%		4			2		4	1	
Social Media Policy Violation	2	0.40%							2		
Traffic Stop	169	34.14%	15	33	1		7	5	43	29	36
TOTAL	495	100%	31	101	28	4	63	10	83	115	60

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Recommendations

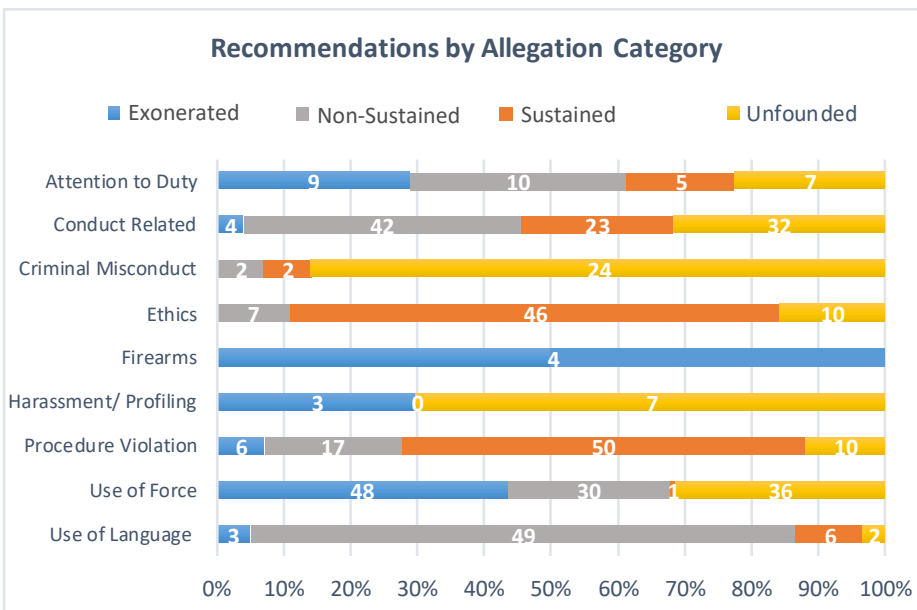
The following are recommended final dispositions referred by IAD for each allegation they investigated. The CCOP either agreed with IAD's recommendation or recommended a different disposition, using the disposition types listed below.

Sustained - A preponderance of the evidence proves the allegation violated departmental policy or procedure.

Non-Sustained - The evidence fails to prove or disprove the alleged act(s) occurred.

Exonerated (Proper Conduct) - The evidence proves that the alleged act(s) occurred; however, the act(s) were justified, lawful and proper.

Unfounded - The evidence proves the alleged act(s) did not occur or the accused officer was not involved.



In 2019, there was an increase in the number of allegations that were unfounded (128) as compared to 68 in 2018. This increase was due, in part, to 38 unfounded allegations presented in four investigations. In fact, of the total 495 allegations reviewed in 2019, 126 or 25% were from seven individual investigations. This trend was a highly unusual distribution. This range was 12-32 allegations per investigation. Normally, investigations have an average of 3-5 allegations per case.

A summary distribution of IAD recommendations for allegations reviewed in 2019 can be found in the charts on pages 10-25. A more detailed summary of each case, their dispositions, and CCOP recommendations can be found on pages 31-55.

15.6%
77 Exonerated

31.7%
157 Non-Sustained

26.8%
133 Sustained

25.9%
128 Unfounded



Recommendations	2018	2019	Change from 2018
Exonerated	61	77	26.2%
Non-Sustained	140	157	12.1%
Sustained	142	133	-6.3%
Unfounded	68	128	88%
Total	418	495*	18.4%

*Does not include administrative closures.

Exonerated

Allegations	IAD Recommendations	CCOP	Related Incident
Use of Force	Exonerated	Agreed	Dispatched to Scene
Use of Force	Exonerated	Agreed	Dispatched to Scene
Use of Force	Exonerated	Agreed	Dispatched to Scene
Use of Force	Exonerated	Agreed	Dispatched to Scene
Use of Force	Exonerated	Agreed	Domestic
Use of Force	Exonerated	Agreed	Domestic
Use of Force	Exonerated	Agreed	Domestic
Use of Force	Exonerated	Agreed	Firearms Related
Use of Force	Exonerated	Agreed	Firearms Related
Use of Force	Exonerated	Agreed	Firearms Related
Use of Language	Exonerated	Agreed	Firearms Related
Procedural Violation (Departmental Vehicles)	Exonerated	Agreed	Internal Incident/Review
Procedural Violation (Departmental Vehicles)	Exonerated	Agreed	Internal Incident/Review
Harassment	Exonerated	Agreed	Internal Incident/Review
Unbecoming Conduct	Exonerated	Agreed	Internal Incident/Review
Attention to Duty (Protocol)	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Disagreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Disagreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Language	Exonerated	Agreed	Investigative Stop/Patrol Duty
Use of Force	Exonerated	Agreed	Secondary Employment
Procedural Violation (Social Media Policy)	Exonerated	Disagreed	Social Media Policy Violation
Procedural Violation (Social Media Policy)	Exonerated	Agreed	Social Media Policy Violation
Use of Force (Firearm)	Exonerated	Agreed	Subsequent to a Search/Warrant
Harassment	Exonerated	Agreed	Subsequent to an Arrest
Attention to Duty (Protocol)	Exonerated	Disagreed	Subsequent to an Arrest
Attention to Duty (Protocol)	Exonerated	Agreed	Subsequent to an Arrest

Exonerated (Cont.)

ALLEGATIONS	EXONERATED	%	CCOP		
			Disagreed	Added	Comments
Attention to Duty	9	11.69%	1		1
Conduct Related	4	5.19%			
Criminal Misconduct	0	0.00%			
Ethics	0	0.00%			
Firearms	4	5.19%			
Harassment/ Profiling	3	3.90%			
Procedural Violation	6	7.79%	1	1	
Use of Force	48	62.34%	3		
Use of Language	3	3.90%	1		
Total	77	100%			

Non-Sustained

Allegations	IAD Recommendation	CCOP	Related Incident
Attention to Duty (Courtesy)	Non-Sustained	Agreed	Dispatched to Scene
Attention to Duty (Courtesy)	Non-Sustained	Agreed	Dispatched to Scene
Attention to Duty (Courtesy)	Non-Sustained	Agreed	Dispatched to Scene
Unbecoming Conduct	Non-Sustained	Agreed	Dispatched to Scene
Use of Force	Non-Sustained	Agreed	Dispatched to Scene
Use of Force	Non-Sustained	Agreed	Dispatched to Scene
Use of Language	Non-Sustained	Disagreed	Dispatched to Scene
Use of Language	Non-Sustained	Disagreed	Dispatched to Scene
Use of Language	Non-Sustained	Disagreed	Dispatched to Scene
Unbecoming Conduct	Non-Sustained	Agreed	Domestic
Unbecoming Conduct	Non-Sustained	Agreed	Domestic
Unbecoming Conduct	Non-Sustained	Disagreed	Domestic
Attention to Duty	Non-Sustained	Agreed	Internal Incident/Review
Attention to Duty (Protocol)	Non-Sustained	Agreed	Internal Incident/Review
Criminal (Firearms and Intoxicants)	Non-Sustained	Agreed	Internal Incident/Review
Criminal (Firearms and Intoxicants)	Non-Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Non-Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Non-Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Non-Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Non-Sustained	Agreed	Internal Incident/Review
Ethics (Integrity Violation)	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct (Insubordination)	Non-Sustained	Agreed	Internal Incident/Review
Use of Language	Non-Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty

Non-Sustained (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Force	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Force	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Disagreed	Investigative Stop/Patrol Duty
Use of Language	Non-Sustained	Disagreed	Investigative Stop/Patrol Duty
Procedural Violation (Use of Force Reporting)	Non-Sustained	Agreed	Off-Duty
Unbecoming Conduct	Non-Sustained	Agreed	Off-Duty
Use of Force	Non-Sustained	Agreed	Off-Duty
Use of Language	Non-Sustained	Agreed	Off-Duty
Procedural Violation	Non-Sustained	Agreed	Secondary Employment
Procedural Violation	Non-Sustained	Agreed	Secondary Employment
Unbecoming Conduct	Non-Sustained	Agreed	Secondary Employment
Use of Force	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Language	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Language (Inappropriate)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Language (Inappropriate)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Language (Inappropriate)	Non-Sustained	Agreed	Subsequent to an Arrest
Use of Language (Inappropriate)	Non-Sustained	Agreed	Subsequent to an Arrest
Procedural Violation (Officer Identification)	Non-Sustained	Added	Traffic Stop

Non-Sustained (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Use of Language	Non-Sustained	Disagreed	Traffic Stop
Use of Language	Non-Sustained	Disagreed	Traffic Stop

ALLEGATIONS	NON-SUSTAINED	%	CCOP		
			Disagreed	Added	Comments
Attention to Duty	10	6.37%			
Conduct Related	42	26.75%	3		1
Criminal Misconduct	2	1.27%			
Ethics	7	4.46%			
Firearms	0	0.00%			
Harassment/ Profiling	0	0.00%			
Procedural Violation	17	10.83%		1	
Use of Force	30	19.11%			1
Use of Language	49	31.21%	8	1	
Total	157	100%			

Sustained (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
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Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (False Statement)	Sustained	Agreed	Internal Incident/Review
Ethics (Integrity Violation)	Sustained	Agreed	Internal Incident/Review
Ethics (Misrepresentation of Facts)	Sustained	Agreed	Internal Incident/Review
Ethics (Misrepresentation of Facts)	Sustained	Agreed	Internal Incident/Review
Procedural (Department Accident)	Sustained	Agreed	Internal Incident/Review
Procedural Violation	Sustained	Agreed	Internal Incident/Review
Procedural Violation	Sustained	Agreed	Internal Incident/Review
Procedural Violation (Firearms Security)	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation	Sustained	Agreed	Internal Incident/Review
Procedure Violation (Property and Evidence)	Sustained	Agreed	Internal Incident/Review
Procedure Violation (Property and Evidence)	Sustained	Agreed	Internal Incident/Review
Procedure Violation (Report and Records)	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review

Sustained (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Unbecoming Conduct	Sustained	Agreed	Internal Incident/Review
Use of Language	Sustained	Agreed	Internal Incident/Review
Attention to Duty	Sustained	Agreed	Investigative Stop/Patrol Duty
Criminal Misconduct	Sustained	Agreed	Investigative Stop/Patrol Duty
Criminal Misconduct	Sustained	Agreed	Investigative Stop/Patrol Duty
Procedure Violation	Sustained	Agreed	Investigative Stop/Patrol Duty
Procedure Violation (Stop & Frisk)	Sustained	Agreed	Investigative Stop/Patrol Duty
Procedure Violation (Stop & Frisk)	Sustained	Agreed	Investigative Stop/Patrol Duty
Procedure Violation (Stop & Frisk)	Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Sustained	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Force	Sustained	Agreed	Investigative Stop/Patrol Duty
Procedure Violation	Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Sustained	Agreed	Investigative Stop/Patrol Duty
Use of Language	Sustained	Agreed	Investigative Stop/Patrol Duty
Conduct (Compliance with Order from Superior Authority)	Sustained	Agreed	Secondary Employment
Ethics Violation (Integrity)	Sustained	Agreed	Secondary Employment
Procedural Violation	Sustained	Added	Secondary Employment
Ethics Violation	Sustained	Agreed	Subsequent to an Arrest
Procedural Violation	Sustained	Agreed	Subsequent to an Arrest
Attention to Duty (Protocol)	Sustained	Agreed	Traffic Stop
Attention to Duty (Protocol)	Sustained	Agreed	Traffic Stop
Attention to Duty (Protocol)	Sustained	Agreed	Traffic Stop
Procedural (MVS Required Use)	Sustained	Agreed	Traffic Stop
Procedural (MVS Required Use)	Sustained	Agreed	Traffic Stop
Procedural (Uniform & Grooming)	Sustained	Added	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Added	Traffic Stop
Procedural Violation	Sustained	Added	Traffic Stop
Procedural Violation	Sustained	Added	Traffic Stop

Sustained (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Disagreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Added	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation	Sustained	Agreed	Traffic Stop
Procedural Violation (MVS)	Sustained	Agreed	Traffic Stop
Procedural Violation (MVS)	Sustained	Agreed	Traffic Stop
Procedural Violation (MVS)	Sustained	Agreed	Traffic Stop
Procedural Violation (MVS)	Sustained	Agreed	Traffic Stop
Unbecoming Conduct	Sustained	Agreed	Traffic Stop
Unbecoming Conduct	Sustained	Added	Traffic Stop
Use of Language	Sustained	Agreed	Traffic Stop
Use of Language	Sustained	Added	Traffic Stop
Use of Language	Sustained	Agreed	Traffic Stop

ALLEGATIONS	SUSTAINED	%	CCOP		
			Disagreed	Added	Comments
Attention to Duty	5	3.76%		1	
Conduct Related	23	17.29%		1	
Criminal Misconduct	2	1.50%			
Ethics	46	34.59%			
Firearms	0	0.00%			
Harassment/ Profiling	0	0.00%			
Procedural Violation	50	37.59%	1	8	
Use of Force	1	0.75%			
Use of Language	6	4.51%		1	
Total	133	100%			

Unfounded

Allegations	IAD Recommendation	CCOP	Related Incident
Unbecoming Conduct	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force	Unfounded	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Unfounded	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Unfounded	Agreed	Subsequent to an Arrest
Use of Force (Excessive)	Unfounded	Agreed	Subsequent to an Arrest
Biased-Based Profiling	Unfounded	Agreed	Traffic Stop
Criminal Misconduct	Unfounded	Agreed	Traffic Stop
Ethics Violation	Unfounded	Agreed	Traffic Stop
Ethics Violation	Unfounded	Agreed	Traffic Stop
Ethics Violation	Unfounded	Agreed	Traffic Stop
Ethics Violation	Unfounded	Agreed	Traffic Stop
Ethics Violation	Unfounded	Agreed	Traffic Stop
Harassment	Unfounded	Agreed	Traffic Stop
Harassment	Unfounded	Agreed	Traffic Stop
Procedural Violation (CJIS Violation)	Unfounded	Agreed	Traffic Stop
Procedure Violation	Unfounded	Agreed	Traffic Stop
Procedure Violation	Unfounded	Agreed	Traffic Stop
Procedure Violation	Unfounded	Agreed	Traffic Stop
Procedure Violation	Unfounded	Agreed	Traffic Stop
Attention to Duty (Protocol)	Unfounded	Agreed	Traffic Stop
Harassment/Stalking	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Disagreed	Traffic Stop
Unbecoming Conduct	Unfounded	Disagreed	Traffic Stop
Unbecoming Conduct	Unfounded	Disagreed	Traffic Stop

Unfounded

Allegations	IAD Recommendation	CCOP	Related Incident
Attention to Duty (Protocol)	Unfounded	Agreed	Dispatched to Scene
Attention to Duty (Protocol)	Unfounded	Agreed	Dispatched to Scene
Attention to Duty (Protocol)	Unfounded	Agreed	Dispatched to Scene
Unbecoming Conduct	Unfounded	Agreed	Dispatched to Scene
Unbecoming Conduct	Unfounded	Agreed	Dispatched to Scene
Criminal Misconduct	Unfounded	Agreed	Domestic
Criminal Misconduct	Unfounded	Agreed	Domestic
Criminal Misconduct	Unfounded	Agreed	Domestic
Criminal Misconduct	Unfounded	Agreed	Domestic
Criminal Misconduct	Unfounded	Agreed	Domestic
Ethics Violation	Unfounded	Agreed	Domestic
Unbecoming Conduct	Unfounded	Agreed	Domestic
Unbecoming Conduct	Unfounded	Agreed	Domestic
Unbecoming Conduct	Unfounded	Agreed	Domestic
Unbecoming Conduct	Unfounded	Agreed	Domestic
Unbecoming Conduct	Unfounded	Agreed	Domestic
Use of Force	Unfounded	Agreed	Domestic
Use of Force	Unfounded	Agreed	Domestic
Use of Force	Unfounded	Agreed	Domestic
Use of Force	Unfounded	Agreed	Domestic
Attention to Duty (Protocol)	Unfounded	Agreed	Internal Incident/Review
Attention to Duty (Protocol)	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Ethics Violation	Unfounded	Agreed	Internal Incident/Review
Ethics Violation	Unfounded	Agreed	Internal Incident/Review

Unfounded (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Ethics Violation	Unfounded	Agreed	Internal Incident/Review
Harassment	Unfounded	Agreed	Internal Incident/Review
Harassment	Unfounded	Agreed	Internal Incident/Review
Attention to Duty (Protocol)	Unfounded	Agreed	Internal Incident/Review
Unbecoming Conduct	Unfounded	Agreed	Internal Incident/Review
Unbecoming Conduct	Unfounded	Agreed	Internal Incident/Review
Criminal Misconduct	Unfounded	Agreed	Internal Incident/Review
Harassment/Stalking	Unfounded	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Unfounded	Disagreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Unfounded	Disagreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Unfounded	Agreed	Investigative Stop/Patrol Duty
Unbecoming Conduct	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Use of Force	Unfounded	Agreed	Investigative Stop/Patrol Duty
Criminal Misconduct	Unfounded	Agreed	Off-Duty
Criminal Misconduct (Violation of Laws)	Unfounded	Agreed	Off-Duty
Procedural Violation (Extra Duty Employment Violation)	Unfounded	Agreed	Secondary Employment
Ethics (Misrepresentation of Facts)	Unfounded	Disagreed	Secondary Employment
Unbecoming Conduct	Unfounded	Disagreed	Secondary Employment
Unbecoming Conduct	Unfounded	Agreed	Secondary Employment
Procedure (Impounds & Vehicles)	Unfounded	Agreed	Subsequent to an Arrest
Procedure (Impounds & Vehicles)	Unfounded	Agreed	Subsequent to an Arrest
Procedure (Impounds & Vehicles)	Unfounded	Agreed	Subsequent to an Arrest
Procedure (Impounds & Vehicles)	Unfounded	Agreed	Subsequent to an Arrest
Unbecoming Conduct	Unfounded	Agreed	Subsequent to an Arrest
Unbecoming Conduct	Unfounded	Agreed	Subsequent to an Arrest
Unbecoming Conduct	Unfounded	Agreed	Subsequent to an Arrest

Unfounded (Cont.)

Allegations	IAD Recommendation	CCOP	Related Incident
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Unbecoming Conduct	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Force	Unfounded	Agreed	Traffic Stop
Use of Language	Unfounded	Agreed	Traffic Stop
Use of Language	Unfounded	Agreed	Traffic Stop

ALLEGATIONS	UNFOUNDED	%	CCOP		
			Disagreed	Added	Comments
Attention to Duty	7	5.47%			
Conduct Related	32	25.00%	6		
Criminal Misconduct	24	18.75%			
Ethics	10	7.81%	1		
Firearms	0	0.00%			
Harassment/ Profiling	7	5.47%			
Procedural Violation	10	7.81%			
Use of Force	36	28.13%			
Use of Language	2	1.56%			
Total	128	100%			

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Issues and Concerns

The CCOP noted several issues and concerns during its review of investigations during this reporting period. Upon completion of its reviews, the CCOP immediately relays its issues and concerns to the Chief of Police in recommendation letters for each case reviewed. For those that the Panel deem to be urgent, the Panel will discuss them in ad hoc meetings with the Chief and/or his executive staff.

Some of these issues may have appeared in prior years. However, the fact that they are repeated in this report is not an indication that they are not being addressed. Their inclusion indicates that the issue or concern is still pending and will continue to be included until resolution.

INVESTIGATIVE FILE MISSING EVIDENCE

ISSUE: The CCOP received a number of files it had to return because of missing evidence and/or other items. This was noteworthy as it had a direct impact on the number of reviews the Panel completed, as compared to previous periods. The files were returned to the Department with a request that the missing evidence be provided to the CCOP forthwith and under the normal referral process.

RECOMMENDATION: The Department forward to CCOP a complete investigative file necessary for the Panel to conduct its review.

STATUS: The Department agreed to provide the evidence necessary to complete the record.



PROPERTY PROTOCOL

ISSUE: The CCOP's reviews indicated some ambiguity regarding the proper protocol for handling confiscated property.

RECOMMENDATION: The CCOP recommended that the protocol be clarified, so it can be properly enforced.

STATUS: Pending

SITUATIONS AND TRAINING FOR INHERENT BIAS

ISSUE: As in previous years, the Panel reviewed several incidents in 2018 where the actions of the officer quickly and unnecessarily escalated a situation resulting in a use of force or other actions taken by the officer against a citizen. This often seemed to be the case during traffic and terry stops. Additionally, there have been cases where citizens may have felt that they encountered biased treatment from officers. The conduct of officers towards all the residents of the County reflects strongly on the reputation of the Department and should be the most exemplary form of interaction with the County's residents and visitors. The CCOP finds this issue to be of particular importance in these times of heightened societal concern about policing.

RECOMMENDATION: The Panel understands that officers need to control situations in order to ensure their safety and the safety of others, but attempts at de-escalation should be made in situations when there is no imminent threat of injury or bodily harm. As mentioned in the 2016-2017 annual report, the Panel recommends a bolstering of training by the Department in de-escalation techniques and actions. This is

Issues and Concerns (Cont.)

especially important during incidents involving emotionally disturbed persons. Additionally, the Awards Committee of the Department should attempt to recognize officers who successfully de-escalate contentious situations. The Panel continues to recommend that the Department develop a new award ribbon to be presented to officers who successfully de-escalate a situation where force otherwise would have been necessary. The Panel continues to urge the Department to enhance its efforts to strengthen positive interaction with residents and visitors to the County.

STATUS: Ongoing; the Panel will continue to engage Department leadership about the above recommendations.

LACK OF FUNCTIONING MOBILE VIDEO SYSTEMS (MVS) DURING TRAFFIC STOPS

ISSUE: As recorded by the Panel in many cases over several years, video evidence in many cases could have helped to more clearly resolve allegations. Numerous cases that involved traffic stops would have benefited from properly used or adequately functioning audio visual equipment. The Panel notes that a pattern continues where many older police cruisers either have no audio visual equipment, have obsolete or malfunctioning equipment, or officers have demonstrated an apparent lack of training or disregard for properly deploying the equipment and properly downloading the video upon return to their stations.

RECOMMENDATION: Since FY11, the CCOP has continued to recommend that the Department develop a long-term plan to provide operational video monitoring equipment in all vehicles used for patrol. The CCOP continues to make this recommendation. Additionally, the CCOP continues to recommend that officers be given more intensive periodic training to remind them of the necessity and benefit of properly functioning video monitoring equipment. The Panel also believes that the use of body cameras will be critical in conducting a fair and thorough investigation of certain complaints and recommends that the Department implement this type of program as soon as possible.

STATUS: As in past years, the CCOP has been advised that as fleet vehicles are retired, they are replaced with vehicles that are equipped with the technology to do audio and video recording of required stops. This replacement cycle will continue as vehicles are retired and new vehicles are acquired. The CCOP calls for all vehicles in the fleet to have updated MVS.

Additionally, in FY16 and FY17, the Panel was advised that a pilot project for body cameras had begun. However, the Panel neither received any further information about this pilot program nor has it seen any cases that have involved the use of body cameras. The apparent slow rollout of this program by the Department is concerning as it can create the impression within the community that accountability remains a secondary concern. Despite its request in the previous annual report, the Panel did not receive regular updates on this pilot project.

Finally, the Panel has seen this as a constant issue over several years. It has adopted the position that it will consider and, when appropriate, recommend more serious violations for officers when they fail to activate their audio visual equipment as required by the GOM. It is not acceptable to merely implement a minor procedural violation in cases that involve more significant allegations that have been made more difficult to verify because of the absence of possible audio and video evidence.

VIDEOTAPING OF OFFICERS BY THE PUBLIC

ISSUE: As mentioned in the FY16/FY17 Annual Report, officers should know that they are subject to being videotaped by members of the public at all times—notably, while working or operating a County vehicle or while taking official police actions. The CCOP continues to review incidents where officers allegedly attempted to confiscate or actually confiscated cellular phones of involved citizens or members of the public who were attempting to videotape them, which is a constitutionally protected right. Officers while performing

Issues and Concerns (Cont.)

police duties should assume that they are being videotaped at all times while working. This accrues not only to citizens' benefits but to officers' as well since videotaped footage can establish that the officer was acting in a proper manner.

RECOMMENDATION: The Panel recommends the Department continue to emphasize to their officers, during training, and through regular reminders, that citizens have a right to record officers' conduct while on duty and during their performance of police functions and that they should not interfere with this right.

STATUS: Pending

PATTERNS OF INCREASINGLY CONCERNING BEHAVIOR BY SPECIFIC OFFICERS

ISSUE: Related to the issue above, in 2019 the Panel continued to observe a small but notable group of officers with a pattern of increasingly concerning behavior—both on duty and off duty. If left unchecked, this pattern could possibly develop into incidents with highly consequential impacts on others outside the Department. For example, in a short period of time, one officer was involved in incidents of insubordination, confrontations with other officers, reckless driving with his personal vehicle, failing to secure a firearm, and using a firearm while under the influence. Another officer, in a similarly short period of time, was involved in increasingly volatile incidents related to a custody dispute that required the involvement of outside law enforcement agencies.

RECOMMENDATION: The Panel would like to know what policies and procedures are in place for officers who demonstrate such behavior. If not already established, the Panel recommends that the Department establish or enhance its early warning system to include such conduct. Further dialogue with the Panel could be helpful and provide more relevant recommendations to the Department.

STATUS: Pending

FAILURE TO PROVIDE OFFICER IDENTIFICATION UPON REQUEST

ISSUE: While not as prominent an issue as seen in previous years, the Panel observes a small number of cases where officers failed to properly and promptly identify themselves upon request by civilians. As mentioned in previous annual reports, the GOM clearly states that officers must identify themselves when a request is made by a civilian.

RECOMMENDATION: The Panel recommends that the Department remind its officers on a regular basis that they are required to clearly and promptly provide their information upon request. If needed, the Department should emphasize this point more during initial and ongoing training.

STATUS: Pending



Interesting Facts

- **Use of Force, Procedural Violation, and Conducted-Related** allegations represented over 60% of all the allegations referred to the CCOP. This is consistent with prior years.
- **Non-sustained** was the most frequent disposition for allegations referred to the CCOP for review in 2019.
- Interactions with officers during traffic stops or investigative stops/patrol duty accounted for over 50% of all allegations.

- Over 80% of all Use of Force allegations reviewed were related to traffic or investigative stops or arrests.
- Of the total 496 allegations reviewed in 2019, 126 (more than 25%) were in seven individual investigations. The range was 12-32 for each of the seven investigations. This range was unusually high, since the average number of allegations per case is normally 3-5.
- There was an increase in the number of allegations that were unfounded (130 as compared to 68 in 2018). At least 38 (or 29%) of the unfounded allegations were in four investigations.
- There was also an unusually high number of Ethics allegations from 2018 to 2019, up 65.8%. There were 46 of these allegations sustained by IAD, and the CCOP agreed with those dispositions.
- Three investigations contained 42 of the 119 (or 53.2%) Use of Force allegations reviewed. Each of those allegations involved multiple officers and resulted from either an investigative stop or an arrest.
- The rate at which the CCOP disagreed with, added allegations or made comments for the investigations it reviewed is shown in the table below:

Category	Exonerate	Non-Sustained	Sustained	Unfounded	Total	CCOP Disagreed/ Added Allegations/ Made Comments
Attention to Duty	9	10	5	7	31	6.5%
Conduct Related	4	42	23	32	101	9.9%
Criminal Misconduct	0	2	2	24	28	0.0%
Ethics	0	7	46	10	63	1.6%
Firearms	4	0	0	0	4	0.0%
Harassment/ Profiling	3	0	0	7	10	0.0%
Procedural Violation	6	17	50	10	83	13.3%
Use of Force	48	30	1	36	115	3.5%
Use of Language	3	49	6	2	60	16.7%

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Outreach, Education & Training

One of CCOP's objectives is to strengthen the relationship between the police and the community. The CCOP's efforts to achieve this goal are normally concentrated in three main areas:

Community Relations—No activities were conducted but an assessment of how to meaningfully engage with the community is underway.

Partnership Building— The Panel established a partnership with Prince George Community College to assess and improve how the Panel collects, reports and analyzes its statistical data. The first meeting with key campus partners was held in February 2019. One of the tasks assigned during this meeting was to research the best practices of other oversight agencies and identify practices that could be incorporated in CCOP's reporting process. A recommendation made by the college staff was to simplify the reporting to key data and highlight and minimize the amount of text in the report. For several administrative reasons, efforts in this regard were not pursued in the 2nd and 3rd quarters of 2019, as initially planned. The Panel plans to resume this partnership in the future.

Improved Training for Panel— Although several information sessions were held with IAD command staff and investigators, the Panel did not participate in any formal trainings in 2019.

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Case Summaries

#1

The Complainant alleged that the Respondents, who reported to a domestic incident between the Complainant and the Involved Citizen, assaulted him and were verbally abusive. Respondent #1 stated there was no physical contact with the Complainant and both Respondents denied using inappropriate language. The Complainant later refused to cooperate with the investigation and refused to provide details of the incident. After multiple attempts, the investigator was unable to obtain statements from the Involved Citizen and citizen witnesses.

Respondent #1

Use of Force – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Respondent #2

Use of Force – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#2

The Complainant alleged that Respondent #1 attached prohibited equipment to his departmental issued cruiser and failed to properly secure his rifle. Respondent #2 removed the prohibited property but failed to ensure the property was submitted to the Property Unit.

Respondent #1

Firearms (Security) – The Panel agreed with the finding of Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #2

Procedural Violation – The Panel agreed with the finding of Sustained.

#3

The Complainant alleged that the Respondents used force and Respondent #1 used inappropriate language and failed to identify himself while conducting a traffic stop.

Respondent #1

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Language – The Panel agreed with the finding of Non-Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #2

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Language – The Panel agreed with the finding of Non-Sustained.

Procedural Violation – The Panel agreed with the finding of Non-Sustained.

#4

The Complainant alleged that the Respondents used profanity when they stopped and frisked him. Procedural violations were noted during the investigation of this complaint.

Respondent #1

Use of Language – The Panel agreed with the finding of Non-Sustained.

Procedure Violation (Stop & Frisk) – The Panel agreed with the finding of Sustained.

Respondent #2

Use of Language – The Panel agreed with the finding of Non-Sustained.

Procedure Violation (Stop & Frisk) – The Panel agreed with the finding of Sustained.

Procedure Violation (Stop & Frisk) – The Panel agreed with the finding of Sustained.

#5

The Complainant alleged that the Respondents grabbed, pushed, kicked, and kned her son and damaged property in her residence.

Use of Force - The Panel agreed with the finding of Exonerated.

Use of Force - The Panel agreed with the finding of Exonerated.

#6

The Complainant alleged that the Respondent stopped her for a traffic infraction, spoke to her in a rude manner, violated her civil rights and cursed at her during the stop.

Use of Language – The Panel agreed with the finding of Non-Sustained.

Procedural Violation – The Panel agreed with the finding of Exonerated.

Protocol Violation – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

COMMENTS: The CCOP also noted in its letter to the Department that the Report of Investigation stated that the Respondent was given a training memo for not deploying his audio MVS. However, the investigative files did not contain a copy of the training memo.

#7

The Complainant alleged that the Respondent made disparaging comments about his character during a training session being conducted by the Complainant.

Unbecoming Conduct- The Panel agreed with the finding of Exonerated.

Unbecoming Conduct- The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct- The Panel agreed with the finding of Non-Sustained.

#8

The Complainant alleged that Respondent#1 kicked him repeatedly while on a traffic stop and that Respondent #2 made negative comments about him.

Respondent #1

Use of Force – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Respondent #2

Use of Language – The Panel agreed with the finding of Non-Sustained.

#9

The Complainant alleged that the Respondents took money belonging to him during a traffic stop. The Complainant also alleged that the Respondents damaged his vehicle during the traffic stop.

Respondent #1

Ethics Violation – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Respondent #2
Ethics Violation – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#10

The Complainant alleged that the Respondent used his position as a commander with PGPD to exert influence over another police agency.

Ethics Violation – The Panel agreed with the finding of Sustained.
Ethics Violation – The Panel agreed with the finding of Sustained.
Loyalty – The Panel agreed with the finding of Sustained.

#11

An anonymous complaint was sent to IAD alleging that the Respondent was a safety issue to her squad. Specifically, it was alleged that there were concerns about her calls to dispatch, she played a game on her phone all day, made inappropriate statements to the squad, and caused officers to leave the squad. It was also alleged that the Respondent was paid for days she was not at work, and worked overtime while on injured status.

Ethics Violation – The Panel agreed with the finding of Unfounded.
Protocol – The Panel agreed with the finding of Unfounded.

#12

Complainant alleged that Respondent #1 failed to properly submit a recovered firearm to the Property Unit and failed to transport that firearm to the Firearms Examination Section, within the required timeframe. It is also alleged that the Respondent failed to complete a report in the required timeframe and backdated the report to the date of recovery. It was also alleged that Respondent #2, who is assigned to another district station, acted as a supervisor and approved the property submission with the faulty date.

Respondent #1
Procedural Violation (Report and Records) – The Panel agreed with the finding of Sustained.

Procedural Violation (Property and Evidence) – The Panel agreed with the finding of Sustained.

Respondent #2
Procedural Violation (Property and Evidence) – The Panel agreed with the finding of Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Non-Sustained.
Procedural Violation (Property and Evidence) – The Panel agreed with the finding of Non-Sustained.

COMMENTS: The CCOP agreed with the findings as they related to Respondent #1, as well as the Procedural Violation (Property and Evidence) for Respondent #2. However, the Panel stated that it was unclear as to why Allegation #2, Protocol (Attention to Duty) for Respondent #2 was found to be Non-Sustained. The Report of Investigation summary indicated that Respondent #2's approval of property records outside of her chain of command was a violation. However, there appeared to be ambiguity regarding the proper protocol. Therefore, the CCOP recommended that the protocol be clarified so it can be properly enforced. In the absence of such clarity, the CCOP agreed with the Non-Sustained finding.

#13

The Complainant alleged that during a traffic stop, the Respondents harassed him by calling him "stupid", stating he stinks and called his car and apartment complex "raggedy." The Complainant also alleged that the Respondents stated they wanted to kill someone and that they wanted to perform a sexual act with the Complainant's mom.

Respondent #1
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Harassment – The Panel agreed with the finding of Exonerated.

Respondent #2
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Protocol (Attention to Duty) – The Panel agreed with the finding of Unfounded.
Procedural Violation – The Panel agreed with the finding of Unfounded.
Procedural Violation – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel agreed with the finding of Non-Sustained.

#14

The Complainant alleged that he was stopped without probable cause by the Respondent. The Complainant stated that the Respondent grabbed and moved him with force by placing him against his police cruiser.

Use of Force – The Panel agreed with the finding of Non-Sustained.
Protocol (Attention to Duty) – The Panel agreed with the finding of Exonerated.

#15

The Complainant alleged that the Respondents assaulted him and were verbally abusive during a domestic incident.

Respondent #1
Use of Force – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Procedural Violation – The Panel agreed with the finding of Unfounded.

Respondent #2
Use of Force – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Procedural Violation – The Panel agreed with the finding of Unfounded.

#16

The Complainant alleged that during a traffic stop, Respondent #2 told him "I was going to let you go, but you had to act like a smart a**." The Complainant also alleged that his vehicle was damaged during impound and his sunglasses were missing.

Respondent #1
Procedure Violation – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Respondent #2
Procedure Violation – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel agreed with the finding of Non-Sustained.

COMMENTS: The CCOP recommended adding two Procedural Violations. The Complainant alleged that the Respondents laughed and joked about his arrest. However, the Respondents failed to record the stop, thus the allegations could not be verified. However, the CCOP recommended adding the allegations, but issuing a finding of Non-Sustained.

The CCOP also commented on multiple issues in this case. First, and most importantly, the officers failed to verify the legality of the Complainant's license before placing him into custody. The record showed that after placing the Complainant in custody, Respondent #1 spoke with Respondent #2 about the status of the Complainant's out-of-state license, stating he was unclear if the license was valid. Second, the CCOP recommended an additional allegation for Respondent #2 for failing to link multiple violations for traffic citations and criminal arrest. Per *GOM, June 2018 edition, Volume II, Chapter 55*,

Traffic Law Enforcement, Section V (Procedures), Subsection 2 (Multiple Violations), Traffic Citations and Criminal Arrests, to establish probable cause in court, officers making traffic stops that lead to an arrest should ensure that the individual is cited for the violation that led to the traffic stop. (For example, a driver who commits an unsafe lane change and is subsequently arrested for DUI should be cited for the unsafe lane change.) In this case, the officers failed to cite the Involved Citizen for his traffic violation before taking him into custody and arresting him. Because the officers failed to give him a traffic citation, the criminal arrest and subsequent citation cannot be established, per this section. The CCOP found that the Respondent failed to proceed on a valid, articulable cause and, instead, pursued an invalid reason to arrest the citizen that led to the search of his vehicle.

#17

The Complainant alleged that while on a call for service, the Respondent referred to another officer as a "dumb a**." The Complainant further alleged that the Respondent failed to address her complaint.

Use of Language – The Panel disagreed with the finding of Non-Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Unfounded.
Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.

COMMENTS: The CCOP disagreed with the finding of Non-Sustained for the Use of Language allegation because the Respondent admitted to using the offending language. As background, the Complainant had a history of calling the police on her neighbor due to claims of harassment. In this case, the Respondent reported to a complaint that a relative of the Complainant's neighbor was knocking hard on her door. The Complainant alleged that the Respondent was not as responsive as prior responding officers. She stated that when she asked for a police report, the Respondent stated that police reports were not given for instances like this, and that she should "handle it herself." The Complainant alleged that when she informed the Respondent of information provided to her by another officer who responded to a prior call, he referred to that officer as a "dumb a**." The Respondent admitted to calling the officer "dumb", but not a "dumb a**."

The CCOP found that the use of the term "dumb" when referring to a fellow officer was equally as offensive and inappropriate as "dumb a**", especially when spoken in public or with a citizen. Therefore, the CCOP disagreed with the Non-Sustained finding for the Use of Language allegation and recommended that the allegation be sustained.

#18

The Complainant alleged that during a Field Training Officer briefing, the Respondent used profanity and inappropriate language and made disparaging remarks about recruits.

Use of Language – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

#19

The Complainant alleged that the Respondents conducted an illegal search of his vehicle and stated, "I can be a bad son of a b***h."

Respondent #1
Protocol (Attention to Duty) – The Panel agreed with the finding of Exonerated.

Respondent #2
Use of Language – The Panel agreed with the finding of Non-Sustained.

Respondent #3
Use of Force – The Panel agreed with the finding of Unfounded.

#20

The Complainant alleged that the Respondent struck him with his fist and with a flat hand. The Complainant also alleged that he was pushed around and his property was not accounted for after his arrest.

Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Unfounded.
Procedure Violation – The Panel agreed with the finding of Sustained.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.
Procedure Violation – The Panel agreed with the finding of Sustained.

#21

The Complainant alleged that the Respondent used inappropriate language and was discourteous while on the scene of a breaking and entering.

Use of Language – The Panel agreed with the finding of Non-Sustained.

#22

The Complainant alleged that the Respondent slammed her car door on the back and side of her head while she was reaching in her vehicle to grab her personal items. The Complainant also alleged that her vehicle should not have been towed.

Use of Force – The Panel agreed with the finding of Non-Sustained.

#23

The Involved Citizen alleged that while the Respondent conducted a frisk search, he groped her private parts and used profanity. The Involved Citizen further alleged that in another incident, the Respondent also used profanity and threw the Involved Citizen in the front compartment of his police cruiser.

Use of Language– The Panel agreed with the finding of Non-Sustained.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel agreed with the finding of Sustained.
Use of Force – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#24

The Complainant alleged that the Respondent used profanity, pushed him to the ground, kicked him in the back of the leg and jumped on his back during an arrest. The Complainant also alleged that there were damages to the front passenger window of his vehicle and that there was a pool of water found in his trunk after it was impounded.

Use of Force – The Panel agreed with the finding of Unfounded.
Protocol (Attention to Duty) – The Panel agreed with the finding of Exonerated.
Use of Language – The Panel agreed with the finding of Non-Sustained.

#25

The Complainant alleged that the Respondent grabbed him by the back of his head and squeezed it during a traffic stop.

Use of Force – The Panel disagreed with the finding of Exonerated.

COMMENTS: The CCOP disagreed with the finding of Exonerated in this case because the investigation did not provide sufficient evidence to prove that Respondent's escort technique was appropriate. However, the investigation also did not provide sufficient evidence to prove that it was inappropriate. The evidence included a video, which the investigator claimed to show an obscured view. However, the Panel did not find it to be obscured. Based on the Panel's review, it showed the Respondent holding the Complainant's neck in a manner described by the Complainant. However, the video did not provide sufficient evidence to establish the level of force used by the Respondent and whether that use of force was appropriate. Therefore, the Panel recommended that the finding for this allegation be Non-Sustained.

#26

The Complainant stated that he encountered the Respondent on a traffic stop and felt threatened by the

Respondent's presence. The Complainant further alleged that the Respondent said "he was stupid, and he was a dumb a**" for requesting a supervisor to the scene.

Use of Language - The Panel agreed with the finding of Non-Sustained.
Protocol – The Panel agreed with the finding of Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Biased Based Profiling – The Panel agreed with the finding of Unfounded.

#27

The Complainant alleged that the Respondent misrepresented facts regarding his failure to appear for a court interview.

Failure to Appear – The Panel agreed with the finding of Sustained.
Misrepresentation of Facts – The Panel agreed with the finding of Sustained.
Misrepresentation of Facts – The Panel agreed with the finding of Sustained.

#28

The Complainant alleged that the Respondents stole a large sum of money from the back seat of a vehicle when it was impounded after a traffic stop. The Complainant also alleged that Respondent #3 failed to identify herself after being asked.

Respondent #1
Ethics – The Panel agreed with the finding of Non-Sustained.

Respondent #2
Ethics – The Panel agreed with the finding of Non-Sustained.

Respondent #3
Procedural Violation – The Panel agreed with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

#29

The Complainant alleged that the Respondent used inappropriate language and failed to activate his portable microphone during the incident.

Use of Language– The Panel agreed with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

#30

The Complainant alleged he was arrested without cause by the Respondents. The Complainant also alleged that his personal property was damaged and that Respondent #2 told him he was going to leave him in an alley, which the Complainant considered threatening.

Respondent #1
Use of Force – The Panel agreed with the finding of Exonerated.
Protocol (Attention to Duty) – The Panel agreed with the finding of Unfounded.
Protocol (Courtesy) – The Panel agreed with the finding of Non-Sustained.

Respondent #2
Use of Force – The Panel agreed with the finding of Exonerated.

Protocol (Attention to Duty) – The Panel agreed with the finding of Unfounded.
Protocol (Courtesy) – The Panel agreed with the finding of Non-Sustained.
Protocol (Courtesy) – The Panel agreed with the finding of Non-Sustained.

COMMENTS: The Panel noted that the Report of Investigation stated that a Police Witness Officer and Respondent #1 failed to activate their microphones during this stop and that a training memo regarding this failure was forwarded to their commander for corrective action. However, a copy of this memo was not included in the investigative file.

#31

The Complainant alleged that the Respondent hit her on the shoulder with her arm as the Complainant walked by the Respondent.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#32

The Complainant alleged that the Respondents used inappropriate language during a traffic stop.

Respondent #1

Use of Language – The Panel agreed with the finding of Non-Sustained.

Respondent #2

Use of Language – The Panel agreed with the finding of Non-Sustained.

Respondent #3

Use of Language – The Panel agreed with the finding of Sustained.

#33

The Complainant alleged that, during his arrest, an unknown officer used profanity, threatened him, and pinned him to the ground while kicking and punching him.

Respondent #1

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the finding of Unfounded.

Use of Force (Excessive) – The Panel agreed with the finding of Exonerated.

Use of Language (Inappropriate) – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Impounds & Vehicles – The Panel agreed with the finding of Unfounded.

Respondent #2

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the finding of Unfounded.

Use of Language (Inappropriate) – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Impounds & Vehicles – The Panel agreed with the finding of Unfounded.

Respondent #3

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.

Use of Force (Excessive) – The Panel agreed with the finding of Unfounded.

Use of Language (Inappropriate) – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Impounds & Vehicles – The Panel agreed with the finding of Unfounded.

Respondent #4

Harassment – The Panel agreed with the finding of Exonerated.

Harassment – The Panel agreed with the finding of Exonerated.

Harassment – The Panel agreed with the finding of Exonerated.

Use of Force (Excessive) – The Panel agreed with the findings of Exonerated.

Use of Force (Excessive) – The Panel agreed with the findings of Exonerated.
Use of Force (Excessive) – The Panel agreed with the findings of Exonerated.
Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.
Use of Force (Excessive) – The Panel agreed with the findings of Non-Sustained.
Use of Language (Inappropriate) – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Impounds & Vehicles – The Panel agreed with the finding of Unfounded.

#34

The Complainant alleged that the Respondent used profanity while addressing him and has been harassing the Complainant for four years.

Use of Language – The Panel agreed with the finding of Non-Sustained.
Stalking/Harassment – The Panel agreed with the finding of Unfounded.
Stalking/Harassment – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

#35

The Complainant alleged that the Respondent illegally searched and impounded his car without consent. The Complainant stated that the Respondent used multiple profanities while addressing her.

Use of Language– The Panel agreed with the finding of Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Procedural (Uniform & Grooming) – The Panel agreed with the finding of Sustained.
Procedural (Uniform & Grooming) – The Panel agreed with the finding of Exonerated.
Procedural (Officer Identification) – The Panel agreed with the finding of Non-Sustained.

#36

The Complainant alleged that he was harassed by Respondent #1, who conducted a traffic stop on his vehicle. Respondent #2 arrived on scene and observed that the Complainant had heavily tinted windows. Respondent #2 stated that the Involved Citizen initially refused to roll his window down, but later complied and Respondent #1 was able to measure the tint on the window. Respondent #2 stated that he was wearing his name tag at the time of the traffic stop.

Respondent #1
Harassment – The Panel agreed with the finding of Unfounded.

Respondent #2
Procedure Violation – The Panel agreed with the finding of Non-Sustained.

#37

Complainant alleged that Respondents placed handcuffs on him and pushed his wrist, causing a fracture. The Complainant also alleged that while being seat-belted, an officer pushed a forearm into his throat.

Respondent #1
Use of Force – The Panel agreed with the finding of Exonerated.
Use of Force – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Respondent #2
Use of Force – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Respondent #3
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Procedural Violation – The Panel agreed with the finding of Sustained.

#38

The Complainant alleged that the Respondent posted an inappropriate comment on social media while representing himself as a Prince George's County officer.

Procedural Violation (Social Media Policy) – The Panel agreed with the finding of Exonerated.
Procedural Violation (Social Media Policy) – The Panel disagreed with the finding of Exonerated.

COMMENTS: In disagreeing with the finding for allegation #2, the Panel found that the Respondent was in violation of the Social Media Policy that states “any online activity or electronic transmission conducted on-duty or off-duty that may reflect poorly on the Department is strictly prohibited.” The Panel found that the Respondent’s statement on Facebook that he was “sexually assaulted by Hillary...I said it so it must be true,” easily identified him, to the public, as a Prince George’s County Officer and disparaged a classification of individuals—namely sexual assault victims. The Panel found that the substance of the comments and subsequent responses violated *Volume 1, Chapter 32, A, Social Media, V, Subsection 1*, which prohibits the transmission of messages that criticizes any person, group or classification of individuals in a manner that is destructive and discriminatory, or harms the reputation of a group or organization. Therefore, the Panel recommended a finding of Sustained.

#39

The Complainant alleged that the Respondent inappropriately touched her during an arrest for an open felony warrant. She alleged that the Respondent digitally penetrated her vagina with a gloved hand from behind. The Involved Citizen also alleged that the Respondent put his hand down the back of her pants while trying to handcuff her.

Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel agreed with the finding of Non-Sustained.

#40

The Respondent requested back-up for a subject stop. The witness officers reported that the Respondent told the Involved Citizen to "get the f**k out of my town." The Witness Officer alleged that when the Involved Citizen did not respond, the Respondent grabbed the Involved Citizen by her ears and lifted her off the ground. The Respondent then pushed and struck her on the side of her face with an open-hand slap. When the Involved Citizen bent down to pick up a soda cup, the Respondent kicked it away. The Involved Citizen then walked away. Witness officers reported the incident to a supervisor.

Criminal Misconduct – The Panel agreed with the finding of Sustained.
Criminal Misconduct – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Sustained.
Use of Force – The Panel agreed with the finding of Sustained.
Use of Language – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
Attention to Duty – The Panel agreed with the finding of Sustained.

#41

Complainant alleged that a supervising officer ordered Respondent #1 to notify him prior to making scheduled changes or adjustments to his work schedule. It was alleged that despite the order, Respondent #1 changed his schedule in the payroll system and worked secondary employment. The supervising officer then changed the inputs back to the original entries in the system, which reflected an overlap in Respondent #1’s PGPD work shift and secondary employment hours. Respondent #1 was allegedly advised by Respondent #2 to change his entries in the payroll system at the secondary employment so he would not receive pay for the hours that overlapped with the county payroll system.

Respondent #1
Integrity – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.
Misrepresentation of Fact – The Panel disagreed with the finding of Unfounded.
Notification to Public Safety Communications – The Panel agreed with the finding of Non-sustained.
Compliance with Order from Superior Authority – The Panel agreed with the finding of Sustained.

Extra Duty Employment Violation - The Panel agreed with the finding of Unfounded.

Respondent #2

Unbecoming Conduct – The Panel disagreed with the finding of Unfounded.

Additional Allegation – Respondent #1

Procedural Violation - The CCOP recommended adding and sustaining this allegation for the Respondent's violation of *Volume I, Chapter 18, Section 5 (Procedures) Subsection (2)*, which states, that officers shall not work more than 16 hours per day during their regular tour of duty.

COMMENTS: The CCOP disagreed with the finding of Unfounded for Respondent #2's Unbecoming Conduct allegation involving changing Respondent #1's hours in the payroll system. The CCOP recommended a finding of Sustained. In testimonial evidence found in the investigative file, Respondent #2 unequivocally stated that he made the decision to authorize the change to the secondary employment hours. The CCOP found this to be unbecoming conduct in light of the circumstances.

With regards to Respondent #1, the CCOP disagreed with the finding for allegation #3, Misrepresentation of Facts. The CCOP found that this allegation should have been sustained. Relatedly, there was an incident a month prior to this incident wherein Respondent #1 had been counseled about changing his time without prior authorization. In that incident, Respondent #1 moved his time with the County back one hour to accommodate his hours at his secondary employment. In this case, the Panel found that Respondent #1 intentionally omitted the fact that he wanted leave from his County post to work his secondary employment, since he was working the secondary employment without authorization. The CCOP found that this omission was material and an intentional misrepresentation of the facts surrounding the reason why he needed leave.

The CCOP also found that a Procedural Violation allegation should be included in this case, with a finding of sustained. *Volume I, Chapter 18, Section 5 (Procedures) Subsection (2)* states that officers shall not work more than 16 hours per day during their regular tour of duty. This includes regular scheduled tours of duty, overtime, SLEE, or a combination of the aforementioned hours. The Panel found that Respondent #1 was in violation of this section. He admitted to starting work at his County post at 11:00 am and worked through 9:00 pm. He then left to begin his secondary employment, where he originally logged in at 11:00 pm and worked through 6:00 am the next morning. The Panel found that this combination of work exceeded the 16 hour limit, in violation of the abovementioned GOM section.

#42

The Complainant alleged that the Respondents stopped him and impounded his vehicle, without cause, after they illegally searched his vehicle. He alleged that Respondent #2 struck him with his car, resulting in his hospitalization. He further alleged that the Respondents left him at the hospital without announcing that he was under arrest or providing explanation for the stop or his arrest.

Respondent #1

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Unfounded.

Respondent #2

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Unfounded.

#43

The Complainant alleged use of force against an Involved Citizen. Specifically, the investigative file showed that the Respondent was working secondary employment at an apartment complex and, while on the property, observed a fight involving the Involved Citizen. The Respondent attempted to take the Involved Citizen into custody when he attempted to flee by running out of the building. The Respondent chased and caught the Involved Citizen. The Involved Citizen was subsequently arrested and transported to the hospital for injuries he sustained during the fight. The Involved Citizen was diagnosed with an orbital fracture.

Use of Force – The Panel agreed with the finding of Exonerated.

#44

The Involved Citizen alleged that he was involved in a road rage incident with the Respondent. It was also alleged that when the Respondent exited the vehicle, he brandished a handgun and engaged in a fist fight with the Involved Citizen. The Involved Citizen left the scene and called police. It was alleged that Respondent #2 failed to complete the proper Use of Force reports, as required for this incident.

Respondent #1

Use of Force – The Panel agreed with the finding of Non-Sustained.

Use of Force (Reporting) – The Panel agreed with the finding of Unfounded

Use of Language – The Panel agreed with the finding of Non-Sustained.

Respondent #2

Use of Force Review – The Panel agreed with the finding of Non-Sustained.

#45

The Respondents were patrolling as a two-man unit when they conducted a traffic stop for a seatbelt violation. The vehicle was occupied by the Involved Citizen and witness. The Respondents alleged that during the stop, they detected an odor of marijuana emanating from the vehicle and began conducting pat-downs of the occupants. During the pat-down of the Involved Citizen, the citizen removed his hands from his head and placed them inside the front of his waistband. The Respondents stated that they gave the Involved Citizen verbal commands, but the Involved Citizen refused to comply. The Involved Citizen continued to resist, after being taken to the ground. An object, the Respondent believed to be a gun, was felt in the Involved Citizen's waistband. A Taser was deployed and the Involved Citizen was taken into custody and transported to the hospital.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Language – The Panel disagreed with the finding of Non-Sustained.

MVS (Required Use) – The Panel agreed with the finding of Sustained.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Language – The Panel disagreed with the finding of Non-Sustained.

Respondent #3

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Language – The Panel disagreed with the finding of Non-Sustained.

COMMENTS: In regards to the Use of Language allegations for all three Respondents, the Panel did not agree with the investigator's summary of the incident, that "the statement that was recorded on the MVS...was reasonable under the circumstances." The GOM, *Volume I, Chapter 32, Section V, Use of Language* states, "employees shall not use language that is discriminatory, abuse or inappropriate. This behavior diminishes public confidence, undermines the effectiveness and integrity of the Department, and will not be tolerated." The GOM provides no reasonable circumstances for the use of language alleged in this investigation.

Additionally, the Panel expressed concerned with the incomplete and unsatisfactory quality of the investigation, wherein the initial investigator failed to ask any of the Respondents about the use of

language. The Panel found that if the investigator had completed the investigation thoroughly, as required, the allegations of Use of Language would have been addressed properly. Also, a scheduled follow-up interview did not occur until much later, which was after the mandated deadline for investigation of police complaints.

Also, the investigative file failed to include all of the follow-up interviews for other Respondents, even though the summary explicitly referenced these follow-up interviews. Therefore, the Panel disagreed with the finding of non-sustained for the Use of Language allegations for all three respondents, but was unable to give a recommendation for a final disposition because of the insufficiency of the record.

#46

The Respondents conducted a traffic stop on the Involved Citizen's vehicle. Upon approaching the vehicle, the Respondents stated that they observed the Involved Citizen reaching in his waistband and at the floor board area and they detected the smell of marijuana. They ordered the occupants to exit the vehicle and the Involved Citizen actively resisted pat down attempts. The Involved Citizen was found to be in possession of a handgun. While attempting to gain control of the weapon, the Respondents struck the Involved Citizen in his upper body and face with closed fists. After the handgun was recovered and secured, the Involved Citizen was placed under arrest.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.

Respondent #3

Use of Force – The Panel agreed with the finding of Exonerated.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#47

The Involved Citizen alleged that the Respondents removed him from his home during the early morning hours, without cause and used excessive force during an unlawful arrest. The Involved Citizen further alleged, that during the struggle to place him into custody, the Respondents kicked him in the face and body, which caused a broken nose.

Respondent #1

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #2

Use of Force – The Panel agreed with the finding of Unfounded.

Respondent #3

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #4

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Force – The Panel agreed with the finding of Unfounded.

Respondent #5

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Force – The Panel agreed with the finding of Non-Sustained.

#48

The Involved Citizen was stopped for consuming an alcoholic beverage and loitering. The Involved Citizen provided officers with a false name and was arrested. The Involved Citizen resisted arrest and allegedly spat on the officers. The Involved Citizen was struck in the face and sustained a fracture of the orbital bone.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Force – The Panel agreed with the finding of Unfounded.

Use of Force – The Panel agreed with the finding of Unfounded.

Respondent #2

Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel disagreed with the finding of Exonerated.

Respondent #3

Use of Force – The Panel agreed with the finding of Exonerated.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel disagreed with the finding of Exonerated.

Respondent #4

Use of Force – The Panel agreed with the finding of Unfounded
Use of Force – The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.

COMMENTS: The Involved Citizen was stopped for consuming an open alcoholic beverage and loitering near a local liquor store. The Involved Citizen provided officers with a false name, date of birth and social security number. Respondent #1 attempted to verify this information and determined that it was false. Respondent #1 advised the Involved Citizen that he was under arrest and the Involved Citizen became irate. A struggle ensued and the Involved Citizen resisted attempts to be handcuffed. The Involved Citizen was taken to the ground and handcuffed. He then resisted attempts to place him in the police cruiser and spat in the Respondent's face. At that time, he was simultaneously struck in the upper body/face area by Respondent #1 and Respondent #2, causing severe injuries that required three levels of treatment at two different hospitals. Medical records show that the Involved Citizen had a fracture of the right orbital bone.

The CCOP disagreed with the findings of exonerated for the Use of Force, Allegation #4 (Punching Complainant while he was handcuffed) for both Respondent #2 and #3. The Panel found that the use of force applied by the closed fist strikes to the Involved Citizen's face was an excessive response, as the Involved Citizen was handcuffed at the time.

#49

The Complainant alleged that the Respondent committed perjury when he testified about an officer abusing a restrained suspect. The Complainant alleged that the Respondent lied under oath in his testimony regarding when the officer delivered a strike to the suspect's body. The Complainant also alleged that the Respondent made other false statements during his testimony.

Ethics – The Panel agreed with the finding of Unfounded.
Ethics – The Panel agreed with the finding of Unfounded.
Ethics – The Panel agreed with the finding of Unfounded.

#50

Complainant #1 stated that conversations with the Respondent regarding a traffic stop conducted by another officer were inappropriate and intimidating. The Respondent allegedly pressured the complainants regarding their version of events involving the other officer and his trial. Both officers were witnesses who brought the incident to the attention of the Department. According to the

Complainants, the Respondent labeled them the "rat squad" and asked if they were sure they wanted to go forward with the complaint.

Use of Language (Inappropriate) – The Panel agreed with the finding of Non-sustained.
Unbecoming Conduct – The Panel disagreed with the finding of Non-sustained.
Unbecoming Conduct - The Panel disagreed with the finding of Non-sustained.

COMMENTS: The CCOP agreed with the findings related to the Use of Language allegation. However, CCOP disagreed with findings for Unbecoming Conduct allegations #2 and #3. With regards to Allegation #2, Unbecoming Conduct, the CCOP found sufficient evidence to establish that the Respondent attempted to influence the complainants' testimonies. The Respondent's own

testimony revealed that his questioning caused Respondent #2 to become agitated and question the propriety of his line of questioning. The CCOP found that the Respondents questioning, under these particular circumstances, served to influence the Complainants' upcoming testimony against another officer—who was, in fact, convicted during a criminal trial. The CCOP also found witness testimony probative and provided additional proof that the Respondent intended to influence the testimonies. Therefore, the CCOP recommended that Allegation #2 be sustained.

In regards to Allegation #3, Unbecoming Conduct (Inappropriate language or actions designed to intimidate and harass the complainants), the CCOP found sufficient evidence to prove that the Respondent did use inappropriate language. The CCOP referred to the referenced testimony in support of its disagreement with the findings for this allegation. Therefore, the CCOP recommended that this allegation be sustained.

#51

The Involved Citizen and the Respondent were in a relationship. The Involved Citizen advised that she broke up with the Respondent, and alleged the following. The Respondent was upset over the break up and began to consume a large quantity of alcohol. She took the alcohol and poured it out, before the Respondent could stop her. This further upset the Respondent and she subsequently found him in the bedroom holding a weapon that he pulled from its holster. The Involved Citizen stated she pushed the gun back into the holster and took it from the Respondent. This further upset the Respondent and he grabbed the Involved Citizen by the throat and pushed her into a night stand, causing her to hit her head. The Involved Citizen also alleged other incidences of abuse and that the Respondent had threatened to send a sex video of her to her ex-boyfriend.

Unbecoming Conduct – The Panel agreed with the finding of Non-sustained.

Unbecoming Conduct – The Panel agreed with the finding of Sustained.

Unbecoming Conduct – The Panel disagreed with the finding of Non-sustained.

Unbecoming Conduct – The Panel agreed with the finding of Non-sustained.

Unbecoming Conduct – The Panel agreed with the finding of Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Sustained.

COMMENTS: The CCOP agreed with Allegations #1, 2, 4, 5 and 6. However, the Panel disagreed with Allegation #3 (Unbecoming Conduct for being inebriated while in possession of a firearm, having it secured by Involved Citizen). Specifically, guidance for the disposition of Allegation #3 can be found in *Volume II, Chapter 58, Section 7 (Firearms)*, which states that officers are responsible for the safe handling...and security of all assigned firearms. In the Respondent's interview, he admitted that he regularly leaves his gun on the nightstand or on the bed next to him, thus leaving it improperly secured. Section 7, Firearms and Intoxicants further states that officers shall not be armed while under the influence of alcoholic beverages that may render them incapable of effectively using a firearm. In this case, the Respondent admitted that he was intoxicated. Therefore, the CCOP recommended that Allegation #3 be sustained.

The CCOP also noted that the Respondent had exhibited a disturbing pattern of misconduct, in which allegations against the officer were sustained. One occurred just two weeks before this incident, when the Respondent was found guilty of *Criminal and Unbecoming Misconduct* for reckless driving -

exceeding 124 mph in another state. A second offense occurred two months prior, when an allegation of *Use of Language* was sustained against the Respondent for use of profanity against his supervisor, while in a public space in view of citizens and other officers.

The CCOP had concerns regarding what appeared to be escalating incidences of misconduct by the Respondent. The Panel requested information or a briefing on the actions being taken by the Department to address this escalating pattern of behavior, not only for this respondent, but when it is observed in other officers, as well.

#52

The Involved Citizen was placed under arrest by the Respondents. Respondents used force to affect the arrest, including punches and take downs. The Involved Citizen was taken to the hospital for

treatment, where it was discovered that he suffered a fractured nasal bone. The Special Investigative Response Team was notified and responded to the hospital. At the hospital, the Involved Citizen gave a verbal statement, but declined to be recorded or cooperate further with the investigation.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #3

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #4

Use of Force – The Panel agreed with the finding of Exonerated.

#53

The Complainant alleged that the Respondents took money from him during a traffic stop.

Respondent #1

Ethics Violation – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Respondent #2

Ethics Violation – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#54

Respondents observed the Involved Citizen standing in the middle of the street yelling at passing traffic. The Respondents stopped to do a welfare check and the Involved Citizen lunged at the officers and attacked them. The Respondents used force to stop the attack and place the Involved Citizen into custody.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Force – The Panel agreed with the finding of Exonerated.

#55

The Involved Citizens obtained an Interim Protective Order against the Respondent for harassment, stalking, threats of violence and misuse of telephone and electronic communication.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Harassment – The Panel agreed with the finding of Unfounded.

Harassment – The Panel agreed with the finding of Unfounded.

#56

The Emergency Service Team (EST) was assisting the Pawn Unit with a search warrant. After making entry, EST began searching the building. The Respondent entered a small crawl space in the basement of the building and unintentionally discharged his firearm.

Use of Force (Discharge of Firearm) – The Panel agreed with the finding of Sustained.

Firearms Security– The Panel agreed with the finding of Sustained.

#57

Officers responded to the report of a police officer involved shooting. Once on the scene they discovered a fatal shooting by the Involved Citizen, with a shotgun. The Involved Citizen fled the scene.

A lookout was broadcast to neighboring jurisdictions and officers began canvassing the area. Charles County Deputies located the Involved Citizen's vehicle and attempted to conduct a traffic stop. The Involved Citizen refused to stop and a pursuit was initiated. When Involved Citizen was stopped by traffic, he fled his vehicle with the deceased person's service weapon in hand. The Respondents approached the Involved Citizen on foot and announced their presence. The Involved Citizen continued to flee. Respondents discharged their service weapons and the Involved Citizen returned fire, as he continued to flee. Both Respondents fired their weapons, striking the Involved Citizen several times. The Involved Citizen was pronounced dead on the scene.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

#58

Officers responded to a violent domestic call for service. Upon their arrival they encountered the Involved Citizen, who had been in an altercation with his girlfriend. The Involved Citizen was irate and appeared to be under the influence of drugs. The decision was made to place the Involved Citizen under arrest for domestic assault. The Respondents attempted to place the Involved Citizen in handcuffs, when he became actively resistant, striking Respondent #1 with his elbow and attempting to flee. The Respondents grabbed the Involved Citizen and a struggle ensued. Both Respondents delivered personal weapon strikes. The Involved Citizen continued to be combative and was placed in handcuffs. The Respondents alleged when they were escorting the Involved Citizen out the front door, the Involved Citizen fell out the door and onto his face and stomach. The Involved Citizen was transported to the hospital for treatment of a fractured nose.

Respondent #1

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Force – The Panel agreed with the finding of Exonerated.

Respondent #2

Use of Force – The Panel agreed with the finding of Exonerated.

#59

Officers responded to an armed person call. Once on scene, officers came in contact with the Respondent. The officers determined that the Respondent was off duty, walking his dog, when another unchained dog charged at him from a car parked in a driveway. The Respondent picked up his dog and attempted to create distance from the other dog, while yelling at the Involved Citizen to get his dog. The dog continued to attack, leaping and biting at the Respondent and his dog. The Respondent drew his service weapon and fired one round at the dog, striking it on the right hind leg. The dog was transported to the animal hospital for non-life-threatening injuries.

Use of Force – The Panel agreed with the finding of Exonerated.

Use of Language – The Panel agreed with the finding of Exonerated.

#60

The Respondent and Involved Citizen traveled to a resort for a weekend trip. After going to dinner and a club, the Respondent and Involved Citizen returned to their room intoxicated. Shortly thereafter, the Respondent went outside, while the Involved Citizen stayed in the room. The Respondent left his Department-issued firearm in the holster on the table in the room. The Involved Citizen fired one round from the Respondent's service weapon, causing damage to the patio door frame and glass. The Involved Citizen texted the Respondent advising what had occurred. The Involved Citizen described the Respondent as distraught about the possibility of losing his job and disclosing the details to his wife. The Respondent told the Involved Citizen he would take responsibility for the incident and advised that his gun fired while he was cleaning it. After interviewing the Involved Citizen separately, it was revealed that she had fired the gun and not the Respondent. The Respondent admitted that he intended to protect the Involved Citizen by taking the blame for the accidental discharge.

Integrity Violation – The Panel agreed with the finding of Sustained.
False Statement Violation – The Panel agreed with the finding of Sustained.
False Statement Violation – The Panel agreed with the finding of Sustained.
False Statement Violation – The Panel agreed with the finding of Sustained.
False Statement Violation – The Panel agreed with the finding of Sustained.
Firearms Storage Requirement – The Panel agreed with the finding of Sustained.

#61

A Temporary Protective Order was obtained by the Respondent's girlfriend. In her Petition for Protection, the Involved Citizen documented the Respondent's emotional abuse, physical abuse and reckless behavior. The petition did not provide any additional details concerning the allegations.

Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#62

An arrest warrant was served on the Involved Citizen. The Involved Citizen's mother allowed officers to enter their apartment. The mother advised the officers of the Involved Citizen's location in a bedroom. Officers forced entry after knocking and announcing several times. The Respondent alleged that the Involved Citizen began making furtive movements, with his hands concealed. The Respondent issued several verbal commands to show his hands. The Respondent alleged that, in fear of his life, he discharged his firearm once, striking the Involved Citizen in the torso.

Use of Force (Discharge of Firearm) – The Panel agreed with the finding of Exonerated.

#63

The Respondent had gone to several bars and when he awoke the next morning, he was in a room that was not his hotel room. The Respondent was alone and did not recall how he got in the room. The Respondent saw that the doorframe of the room was damaged, indicating the door had been forced open. The Respondent located the property manager and with his assistance obtained the phone number of the condo owner. The Respondent contacted the Involved Citizen and made arrangements to pay for the damage to the door.

Unbecoming Conduct – The Panel agreed with the finding of Sustained.

#64

The Respondent was working secondary employment when he observed a fight. The Respondent took action. The Involved Citizen ran from the building and the Respondent gave chase. As he was in pursuit, a gun fell from the Involved Citizen's person. A witness retrieved the gun and gave it to the Respondent. Another witness indicated that the Respondent took the Involved Citizen to the ground by slamming him on the grass. The Involved Citizen was apprehended and transported to the hospital, where he was diagnosed with an orbital fracture.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#65

Two letters were received in the Internal Affairs' and Inspector General's offices alleging favoritism and unprofessionalism in the Department. Specific examples involving a commander and assistant commander were cited.

Respondent #1
Unbecoming Conduct – The Panel agreed with the finding of Sustained.
Attention to Duty – The Panel agreed with the finding of Unfounded.
Attention to Duty – The Panel agreed with the finding of Unfounded.
Use of Intoxicants – The Panel agreed with the finding of Non-Sustained.

Firearms and Intoxicants – The Panel agreed with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.

Respondent #2

Unbecoming Conduct – The Panel agreed with the finding of Sustained.
Use of Intoxicants – The Panel agreed with the finding of Non-Sustained.
Firearms and Intoxicants – The Panel agree with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.

Respondent #3

Departmental Vehicles – The Panel agreed with the finding of Exonerated.

Respondent #4

Departmental Vehicles – The Panel agreed with the finding of Exonerated.

#66

Complainant alleged that the Respondents kicked and punched him during a traffic stop. Complainant further alleged that Respondent #4 cursed at him, spit in his face and ripped his shirt and jacket.

Respondent #1

Use of Force – The Panel agreed with the finding of Non-Sustained.

Respondent #2

Use of Force – The Panel agreed with the finding of Non-Sustained.

Respondent #3

Use of Force – The Panel agreed with the finding of Non-Sustained.

Respondent #4

Use of Force – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Use of Language – The Panel agreed with the finding of Non-Sustained.

NOTE– This report was prepared and published during the COVID-19 shut-down. Files required to update, amend, or complete summaries for the following investigations were not accessible at the time of the publication of this annual report. The online report will be amended when those case files are accessible.

#67

Respondent #1

Use of Force - The Panel agreed with the finding of Non-Sustained.
Procedure Violation-The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #2

Procedure Violation-The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #3

Procedure Violation-The Panel agreed with the finding of Sustained.

Respondent #4

Procedure Violation-The Panel agreed with the finding of Sustained.

#68

Respondent #1

Unbecoming Conduct - The Panel agreed with the finding of Unfounded.
Procedural Violation (MVS) - The Panel agreed finding of Sustained.

Respondent #2
Procedural Violation (MVS) - The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #3
Procedural Violation (MVS) - The Panel agreed with the finding of Sustained
Procedural Violation – The Panel agreed with the finding of Sustained.

#69

Respondent #1
Use of Force (Firearms) - The Panel agreed with the finding of Exonerated.

Respondent #2
Procedural Violation – The Panel agreed with the finding of Non-sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.

Respondent #3
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.
Procedural Violation – The Panel agreed with the finding of Sustained.

#70

Respondent #1
Use of Force - The Panel agreed with the finding of Exonerated.
Use of Force - The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.

Respondent #2
Use of Force - The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.

Respondent #3
Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.

Respondent #4
Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.
Use of Force - The Panel agreed with the finding of Non-Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.

Respondent #5
Use of Force - The Panel agreed with the finding of Non-Sustained.

#71

Violation of Laws- The Panel agreed with the finding of Unfounded.
Unbecoming Conduct - The Panel agreed with the finding of Sustained.
Unbecoming Conduct - The Panel agreed with the finding of Sustained.
Unbecoming Conduct - The Panel agreed with the finding of Sustained.
False Statement- The Panel agreed with the finding of Sustained.
False Statement- The Panel agreed with the finding of Sustained.

#72

Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.

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Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct– The Panel agreed with the finding of Sustained.
Criminal Misconduct – The Panel agreed with the finding of Non-Sustained.
Criminal Misconduct – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct– The Panel agreed with the finding of Sustained.
Unbecoming Conduct– The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct– The Panel agreed with the finding of Non-Sustained.
False Statement – The Panel agreed with the finding of Non-Sustained.
False Statement – The Panel agreed with the finding of Non-Sustained.
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False Statement – The Panel agreed with the finding of Non-Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Non-Sustained.
Loyalty – The Panel agreed with the finding of Sustained.
Loyalty – The Panel agreed with the finding of Sustained.
Ethics – The Panel agreed with the finding of Sustained.

#73

Unbecoming Conduct – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.

#74

Respondent #1
Use of Force (Firearms) - The Panel agreed with the finding of Exonerated.

Respondent #2
Use of Force (Firearms) - The Panel agreed with the finding of Exonerated.

Respondent #3
Use of Language – The Panel agreed with the finding of Sustained.

#75

Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Criminal Misconduct – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct– The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct– The Panel agreed with the finding of Non-Sustained.
False Statement – The Panel Agreed with the finding of Sustained.

#76

Use of Force – The Panel agreed with the finding of Exonerated.

#77

Use of Force – The Panel agreed with the finding of Unfounded.

#78

Procedural Violation – (CJIS Violation) – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agree with the finding of Non-Sustained.

#79

Integrity – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Non-Sustained.
Integrity – The Panel agreed with the finding of Unfounded.
Protocol (Attention to Duty) - The Panel agreed with the finding of Exonerated.

#80

Respondent #1
Use of Language - The Panel disagreed with the finding of Exonerated and recommended Sustained.

Respondent #2
Protocol – The Panel disagreed with the finding of Exonerated and recommended Sustained.

COMMENTS: The CCOP disagreed with the finding of exonerated for Respondent #1. Respondent #1 admits to stating “Sit the f**k down” to the Complainant. The Panel found no justification for the use of such language. In his recommended disposition, the investigator stated that the allegation did occur, but was within department guidelines or training. The CCOP disagreed with this rationalization and recommended that the Use of Language allegation for Respondent #1 be sustained.

The CCOP also disagreed with the finding of Exonerated for the Protocol (Attention to Duty) allegation for Respondent #2. The investigator indicated that the department prefers to address Respondent #2’s failure to correct and approve the booking record submitted in RMS by Respondent #1 as a training memo. The CCOP disagreed with this approach. The investigator specifically quoted the GOM, *Volume I, Chapter 32, Section V, Sub-Section 13* violation committed by Respondent #1 and the serious impact of this provision. Respondent #2 knowingly failed to correct the error regarding Respondent #1’s use of language in the booking record. Therefore, the CCOP recommends that the allegation be sustained.

#81

Ethics – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.

Ethics – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Ethics – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Ethics – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
Ethics – The Panel agreed with the finding of Sustained.
Integrity – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.
False Statement – The Panel agreed with the finding of Sustained.

#82

Criminal Misconduct– The Panel agreed with the finding of Unfounded.

Unbecoming Conduct– The Panel agreed with the finding of Sustained.
Insubordination– The Panel agreed with the finding of Non-Sustained
Protocol (Attention to Duty) - The Panel agreed with the finding of Non-Sustained.

#83

Procedural Violation – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
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Procedural Violation – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
Procedural Violation – The Panel agreed with the finding of Sustained.
Unbecoming Conduct –The Panel agreed with the finding of Sustained.
Department Accident – The Panel agreed with the finding of Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Sustained.

#84

Unbecoming Conduct - The Panel agreed with the finding of Non-Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Unfounded.

#85

Violation of Law - The Panel agreed with the finding of Unfounded.

#86

Respondent #1
Use of Force- The Panel agreed with the finding of Unfounded.
Use of Language – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Exonerated.
Procedure Violation – The Panel agreed with the finding of Sustained.

Respondent #2
Procedure Violation – The Panel agreed with the finding of Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Unfounded.

#87

Criminal Misconduct - The Panel agreed with the finding of Unfounded
Unbecoming Conduct -The Panel agreed with the finding of Non-Sustained.

#88

Respondent #1
Use of Force (Firearms) - The Panel agreed with the finding of Exonerated.
Use of Force - The Panel agreed with the finding of Non-Sustained.

Respondent #2
Use of Force - The Panel agreed with the finding of Exonerated.

#89

Use of Force – The Panel agreed with the finding of Exonerated.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#90

The CCOP agreed with the findings regarding use of language. The CCOP disagreed with the finding for the Unbecoming Conduct allegations. The record contain sufficient evidence to support that both respondents engaged in a very public argument, which reflected poorly on the officer and the Department.

Respondent #1
Use of Language — The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct— The Panel disagreed with the finding of Unfounded.

Respondent #2
Unbecoming Conduct—The Panel disagreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

#91

Respondent #1
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel disagreed with the finding of Non-Sustained.

#92

While working secondary employment at a store event, the Respondents were alleged to have engaged in a verbal argument in the public view.

Respondent #1
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel disagreed with the finding of Non-Sustained.

Respondent #2
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.
Use of Language – The Panel disagreed with the finding of Non-Sustained.

The CCOP agreed with the finding regarding Use of Language for the Respondents. However, the CCOP disagreed with the findings of Unbecoming Conduct for the Respondents. The record contained sufficient evidence to show that both Respondents engaged in a very public verbal argument, which reflected poorly on themselves, the Department and the County.

#93

Respondent #1
Protocol (Attention to Duty) – The Panel agreed with the finding of Exonerated.
Protocol (Courtesy) – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Stalking and Harassment – The Panel agreed with the finding of Unfounded.

Respondent #2
Protocol (Attention to Duty) – The Panel agreed with the finding of Non-Sustained.
Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

Protocol (Attention to Duty) - The Panel agreed with the finding of Non-Sustained.

#94

Unbecoming Conduct - The Panel agreed with the finding of Sustained.
Unbecoming Conduct - The Panel agreed with the finding of Sustained.
False Statement- The Panel agreed with the finding of Sustained.
False Statement- The Panel agreed with the finding of Sustained.

#95

Use of Force - The Panel agreed with the finding of Non-Sustained.

#96

Use of Force – The Panel agreed with the finding of Non-Sustained.
Use of Force – The Panel agreed with the finding of Sustained.
Use of Force – The Panel agreed with the finding of Sustained.

Unbecoming Conduct – The Panel agreed with the finding of Exonerated.
Unbecoming Conduct – The Panel agreed with the finding of Unfounded.

Use of Force– The Panel agreed with the finding of Unfounded.
Use of Force – The Panel agreed with the finding of Unfounded.

#97

Procedural Violation – The Panel agreed with the finding of Sustained.
Protocol (Attention to Duty) - The Panel agreed with the finding of Non-Sustained.

#98

Procedural Violation – The Panel agreed with the finding of Sustained.

#99

Unbecoming Conduct - The Panel agreed with the finding of Sustained.

#100

The CCOP agreed with the finding regarding Use of Language for the Respondents. However, the CCOP disagreed with the findings of Unbecoming Conduct for the Respondents. The record contained sufficient evidence to show that both Respondents engaged in a very public verbal argument, which reflected poorly on themselves, the Department and the County.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained.
Procedural Violation – The Panel agreed with the finding of Non-sustained

#101

The Panel noted that the video from the Dunkin’ Donuts was not retrieved by the investigator, nor was there a documentation of attempts made to retrieve this evidence, if done. The Panel also noted that the Public Safety Communications audio evidence did not work properly and the Panel could not review. The Panel believes that both of these evidence items would have been helpful to the review of this investigation.

Unbecoming Conduct – The Panel agreed with the finding of Non-Sustained.

#102

The CCOP approved the recommendations of the Internal Affairs Division’s Investigative Report for this investigation to be administratively closed.

#103

The CCOP approved the recommendations of the Internal Affairs Division’s Investigative Report for this investigation to be administratively closed.

#104

The CCOP approved the recommendations of the Internal Affairs Division’s Investigative Report for this investigation to be administratively closed.

#105

The CCOP approved the recommendation of the Internal Affairs Division’s Investigative Report to administratively close this investigation.

ANNUAL REPORT 2019

Important Information

REPORTS

- Annual reports are issued within 180 days after the end of a calendar year.
- Beginning in 2019, quarterly reports will be posted to the CCOP's website. However, for the 4th quarter 2019, a report was not published. This data is included in the yearly data reported for 2019.

CONTACT INFO: The CCOP's office has moved. Our new location is:

9200 Basil Court
Suite 406
Largo, MD 20774

Telephone #: 301-883-5042

Fax #: 301-883-2655

Email Address: ccop@co.pg.md.us

Webpage: <https://www.princegeorgescountymd.gov/644/Citizen-Complaint-Oversight-Panel>

ENABLING LEGISLATIONS

- CB 25 -1990 Established the CCOP
- CB 44 -1994 Amended the terms of the Panel members
- CB 59 -2001 Expanded the Authority of the CCOP

CCOP MEETINGS

Due to privacy and personnel issues, regular CCOP Panel meetings are closed to the public. The CCOP will periodically conduct public meetings that do not include discussions or reviews of individual investigations, situations or officers. They will include open discussions and feedback for the trends, issues and concerns noted by the Panel and be included in its reports to the public. These meeting dates will be announced on the County's website and the CCOP's webpage.

COMPLAINT FORM

The Complaint Against Police Practices (#1071) form is found on the CCOP's and Police Department's webpages on the County's website. Forms can be obtained from your district police station, your local library, or by contacting the CCOP directly. ***All complaint forms involving the use of force or brutality must be notarized.***

REQUESTS FOR CCOP TO ATTEND EVENTS

If you would like for a representative of the CCOP to participate in a community event or attend a meeting, please contact us on 301-883-5042. Please allow two weeks for your request to be processed and a response to be provided.