

2017 Annual Report



Seattle Office of
Police Accountability

Andrew Myerberg
DIRECTOR

ISSUED APRIL 2018

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Message from the Director

This past year was monumental in terms of local changes to police oversight. The passage of Seattle's landmark police accountability legislation in May 2017 not only created the Office of Inspector General (OIG) for Public Safety and made the Community Police Commission (CPC) a permanent, robust community oversight body, but it also expanded the scope and authority of the Office of Police Accountability (OPA).

Two of the areas in which the OPA's role has expanded are community engagement and policy review and development. With regard to community engagement, in the upcoming months we will be hiring civilians to act as liaisons between the community and the OPA. These individuals will not only help the community navigate the accountability system and the OPA's processes, but will also bring the community's collective knowledge and expertise back to OPA, enabling us to improve our services and functioning. With regard to policy review and development, the OPA will be taking a more proactive role, in partnership with the OIG and the CPC, in identifying gaps and inconsistencies in policies and working with the Seattle Police Department (SPD) to ensure that its guidelines and expectations for officers are clear, fair, and objectively reasonable.



Since joining the OPA in July 2017, I have focused on effectuating the systemic changes necessary to not only ensure constitutional and accountable policing, but to continue to build community trust, understanding, and confidence both in the police and in the OPA's role in holding the SPD and its officers accountable. This includes efforts to improve our investigations and internal processes.

The OPA began implementing provisions of the police accountability legislation in 2017. That has included working towards civilianizing the OPA command staff, which is expected to occur in mid-2018. The office is already unique in that it has a civilian director, yet sworn investigators and supervisors. Once the command staff is civilianized, the OPA will be one of the first law enforcement oversight entities in the United States with a civilian director and civilian supervisors working alongside sworn investigators. In this respect, the OPA is breaking new ground.

This is an incredibly exciting and important time to work in this field. The OPA, and the accountability system as a whole, has the opportunity to help facilitate long-lasting and necessary change. I am honored to be able to serve in this role, and I look forward to the next year.

Sincerely,

A handwritten signature in black ink that reads "AM".

Andrew Myerberg
Director, Office of Police Accountability

About the OPA

The OPA helps ensure the actions of SPD employees are constitutional and in compliance with federal, state, and local laws by investigating and making recommended findings regarding individual allegations of misconduct.¹ The OPA is an independent, hybrid oversight agency comprised of both sworn and civilian personnel. OPA's authority and responsibility include:

- Establishing and managing processes to initiate, receive, classify, and investigate individual allegations of SPD employee misconduct;
- Promoting public awareness of, full access to, and trust in the complaint investigation process;
- Identifying SPD system improvements and providing effective solutions; and
- Helping reduce misconduct and enhancing employee conduct.

Staff

The OPA **Director** is a civilian, appointed by the Mayor and confirmed by the City Council, who manages the overall investigative, training, and administrative functions of the OPA, including classifying contacts received and making recommended findings to the Chief of Police on all sustained cases.² After serving four years as the OPA Director, Pierce Murphy stepped down in July 2017, and Andrew Myerberg immediately began serving on an interim basis. On October 30, 2017, then-Mayor Tim Burgess nominated Myerberg as the OPA Director. He was confirmed by City Council shortly thereafter.

The OPA **Deputy Director** is responsible for the development, implementation, administration, and evaluation of programs related to police accountability, as well as serving as Acting Director in the absence of the Director.

One **Captain** and two **Lieutenants** handle day-to-day management of the OPA's investigative activities.

The OPA has eight **Sergeants** who are responsible for conducting intakes and investigations of cases assigned to them. They rotate in and out of the OPA in approximately two-year cycles.

The OPA also has a civilian **Administrative Team** of three who, among other office support tasks, create electronic case files, respond to customer service requests, and transcribe investigative interviews.

In 2017, the OPA hired a civilian **Management Systems Analyst** to assist with data analysis and data systems management.

The OPA has an additional level of independent scrutiny by the civilian **OPA Auditor** who reviews all complaints and investigations. In mid-2018, the Auditor will be replaced by a new, legislatively-mandated Inspector General for Public Safety (see *Figure 1*).

The OPA is planning to add more civilian staff in 2018, including two **Strategic Advisors** to assist with policy analysis/development and three **Community Outreach Specialists** to increase awareness of the OPA mission and help gain the public's trust of the investigative process.

¹ The OPA investigates all SPD employees, including civilians and management.

² The data used to compile this report is based on determinations made by two different OPA Directors over the course of 2017. This report aggregates that data; therefore, it may not be entirely representative of the current Director's tenure.

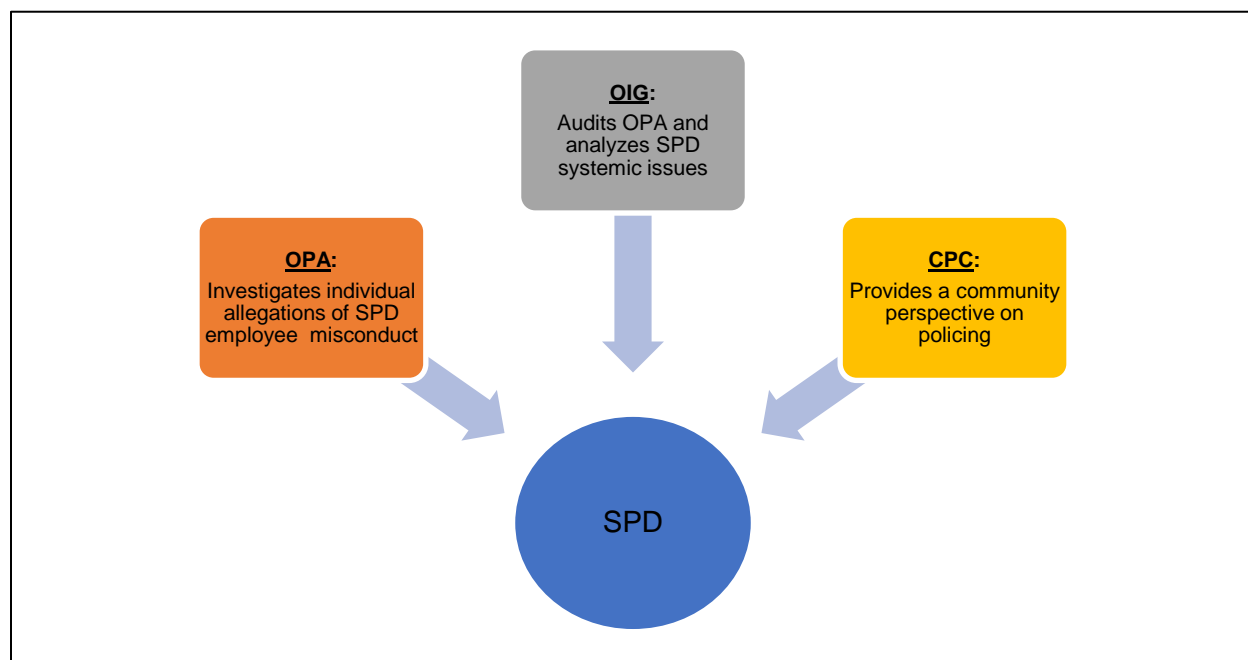
Police Accountability Legislation

On June 1, 2017, then-Seattle Mayor Ed Murray signed legislation passed by the City Council to revamp Seattle’s police accountability system. This innovative approach to law enforcement oversight created a three-pronged system comprised of the OPA, the OIG, and the CPC (see *Figure 1*). All three entities are expected to generate public trust in the SPD by upholding a culture of accountability and adherence to policy and constitutional law.

The legislation specifically called for the OPA to:

- Change its name from Office of Professional Accountability to Office of Police Accountability³;
- Collect additional data and report on more statistics regarding OPA contacts⁴;
- Increase collaboration with accountability system stakeholders⁵;
- Enhance community engagement efforts⁶; and
- Civilianize some of the positions currently filled by sworn SPD personnel.⁷

Figure 1: Seattle’s new three-pronged police accountability system



³ The name change has been fully implemented.

⁴ This report attempts to comply with the new reporting requirements, but a few data collection and tracking issues remain for OPA to resolve. The 2018 Annual Report will reflect full compliance with the requirements.

⁵ OPA has increased collaboration with the SPD and the CPC; as of this report’s release date, an OIG is not yet in place.

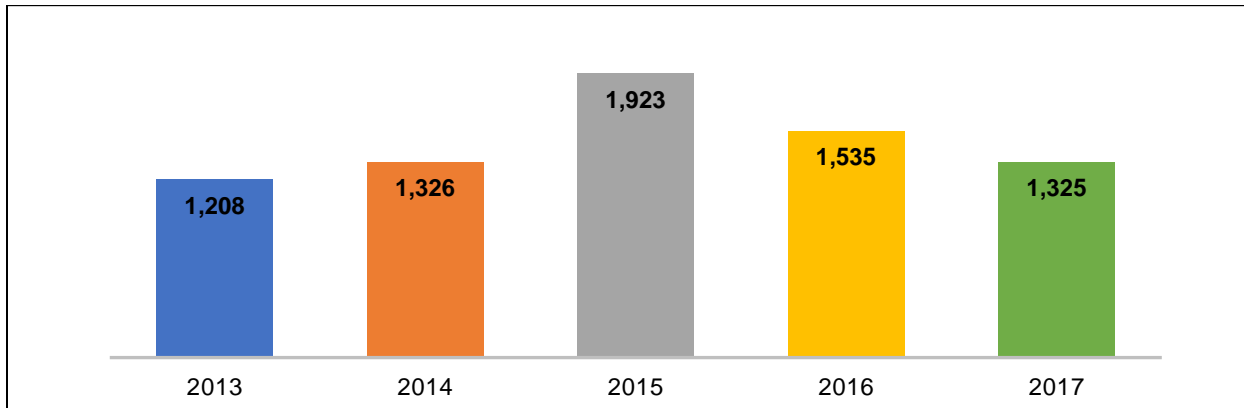
⁶ OPA is in the process of hiring three Community Outreach Specialists to increase awareness of the OPA mission and help gain the public’s trust of the investigative process.

⁷ The legislation mandated the full civilianization of the OPA’s investigations supervisors and a partial-to-full civilianization of OPA’s investigators. In late 2017, the union representing the captains and lieutenants signed an agreement allowing civilianization of the OPA’s captain and two lieutenants. The union representing sergeants and officers is still in the process of bargaining, so civilianization of the investigators is yet to be negotiated.

Contacts Received

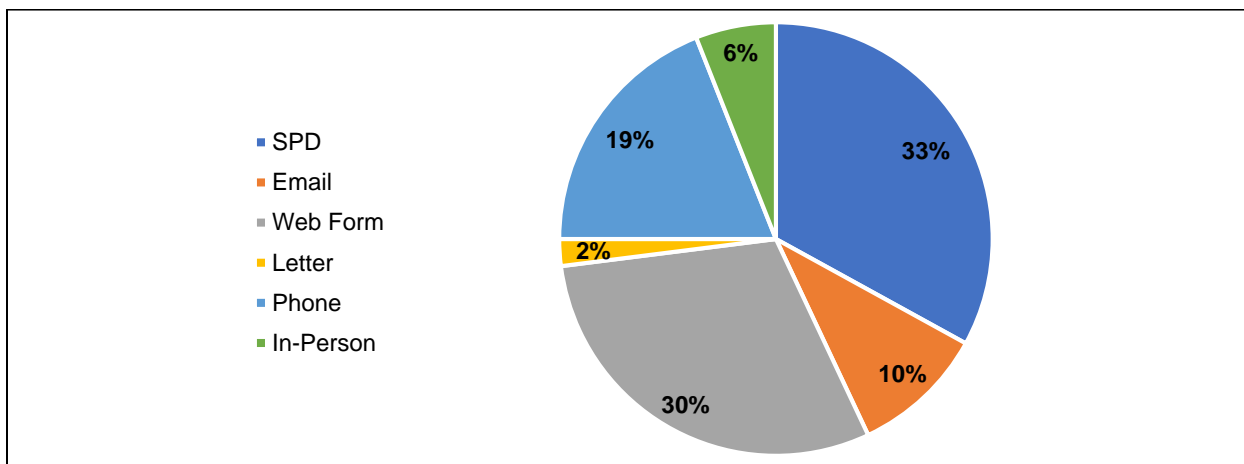
The OPA strives to be accessible, responsive, and helpful in terms of the customer service it provides. When someone contacts the OPA to share information, whether it be a complaint of officer misconduct, a basic inquiry about a case, or a public disclosure request, it is always documented in an electronic tracking system and reviewed to determine next steps. Communication with the OPA can be initiated by anyone, including anonymously, and will be accepted by whatever means it is conveyed, including in person, by phone, in a mailed letter, via external email, or through the OPA website.

Figure 2: Contacts received, by year (2013-2017)



- In 2017, the OPA was contacted 1,325 times, which is down almost 14% from 2016 (see *Figure 2*).
- Data from 2017 show that 30% of all contacts were submitted via an online form available on the OPA’s website (see *Figure 3*).
- An even greater portion of contacts, 33%, originated from within the SPD (see *Figure 3*). Fifty-five percent of those contacts were initiated by SPD and reflect feedback submitted by the SPD’s chain of command concerning SPD officer conduct. The remaining 45% were external contacts that SPD forwarded on to OPA.

Figure 3: Contacts received, by method (2017)



Classification

After a contact has been logged, a preliminary investigation is conducted by OPA sergeants to determine the next steps. The OPA Director then reviews the sergeant's preliminary investigation to make a classification determination. There were six classifications used in 2017.

Contact Log: The contact is not alleging misconduct of policy, procedure, or law by an SPD employee. Common Contact Log topics include complaints of slow police response time, issues concerning officers from jurisdictions other than the SPD, public disclosure requests, and crime reports.

Frontline Investigation⁸: The contact reveals an administrative, procedural, or technical violation of SPD policy (such as minor rudeness, traffic and parking infractions, profanity not directed as an insult, or tardiness) that can be investigated by the officer's chain of command and addressed as they deem appropriate.

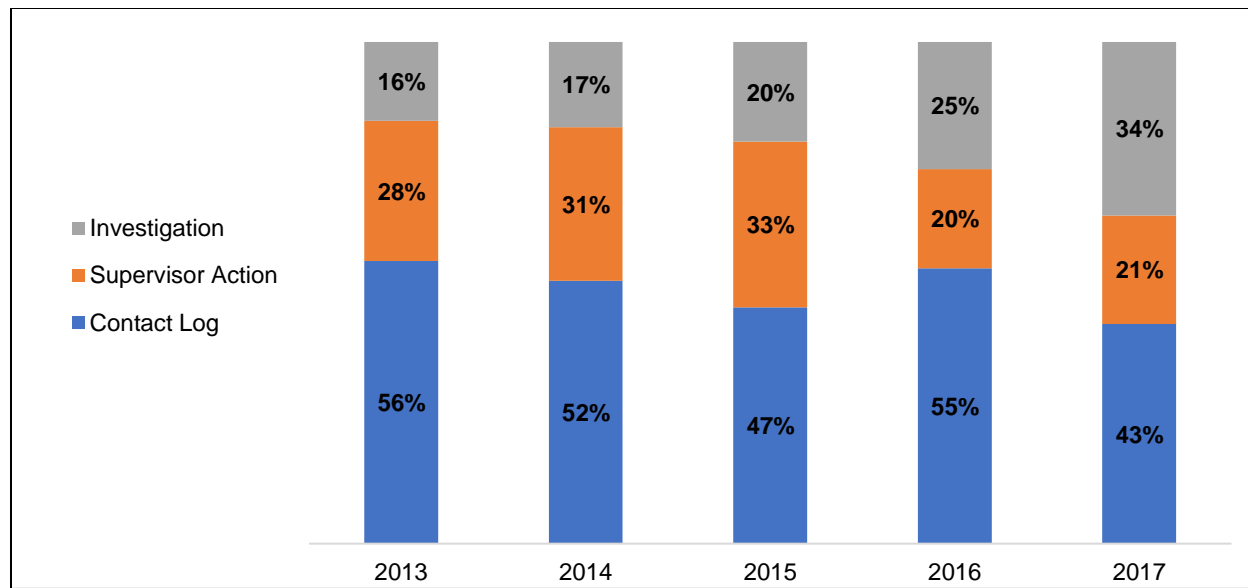
Mediation: The contact includes a complaint, and a resolution may be reached via a facilitated discussion with a neutral third-party if both the complainant and named employee agree to participate. No discipline can result from a Mediation.

Supervisor Action: The contact alleges a minor procedural violation or customer service concern that does not warrant discipline and is addressed by the officer's supervisor in a manner recommended by the OPA. Recommended action could include contacting the complainant, talking to the employee, or assigning the employee training. The supervisor has 15 days to take the recommended action, document it, and return it to the OPA, where it is then reviewed to ensure the follow-up occurred as required. No further investigation occurs and no discipline can be imposed.

Investigation: The contact alleges potential misconduct under SPD policy, and the OPA Director has determined a full Investigation is required, which includes interviewing the complainant and any witnesses, collecting evidence, and identifying the police officer(s) involved. An Investigation is followed by a recommended finding and can result in formal discipline.

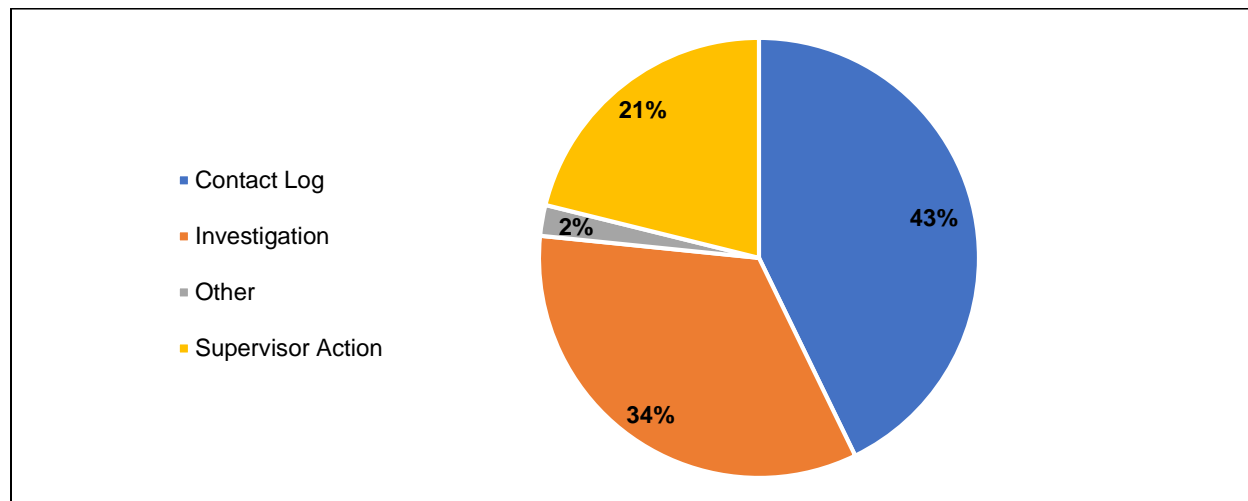
⁸ OPA only began using this classification in November 2017. Frontline Investigations were previously an SPD practice, but were discontinued under the Consent Decree in 2012. The Court approved their use in 2016, but the practice was not re-implemented until late in 2017. Prior to November 2017, most of these contacts would have been classified as Supervisor Actions or Investigations.

Figure 4: Contacts classified as Contact Log, Supervisor Action, and Investigation, by year (2013-2017)



- 2017 classifications as Contact Log were down 32%, from 834 to 567, compared to 2016.
- Supervisor Action classifications were down 7% in 2017, from 300 to 280, compared to 2016.
- Contacts classified as Investigation were up 16%, from 385 to 448.
- Mediation and Frontline Investigation classifications comprised about 2% of all classifications in 2017, as shown by the Other category in *Figure 5*. The 2% includes 14 Frontline classifications and 7 Mediation classifications.⁹

Figure 5: Contacts received, by classification (2017)



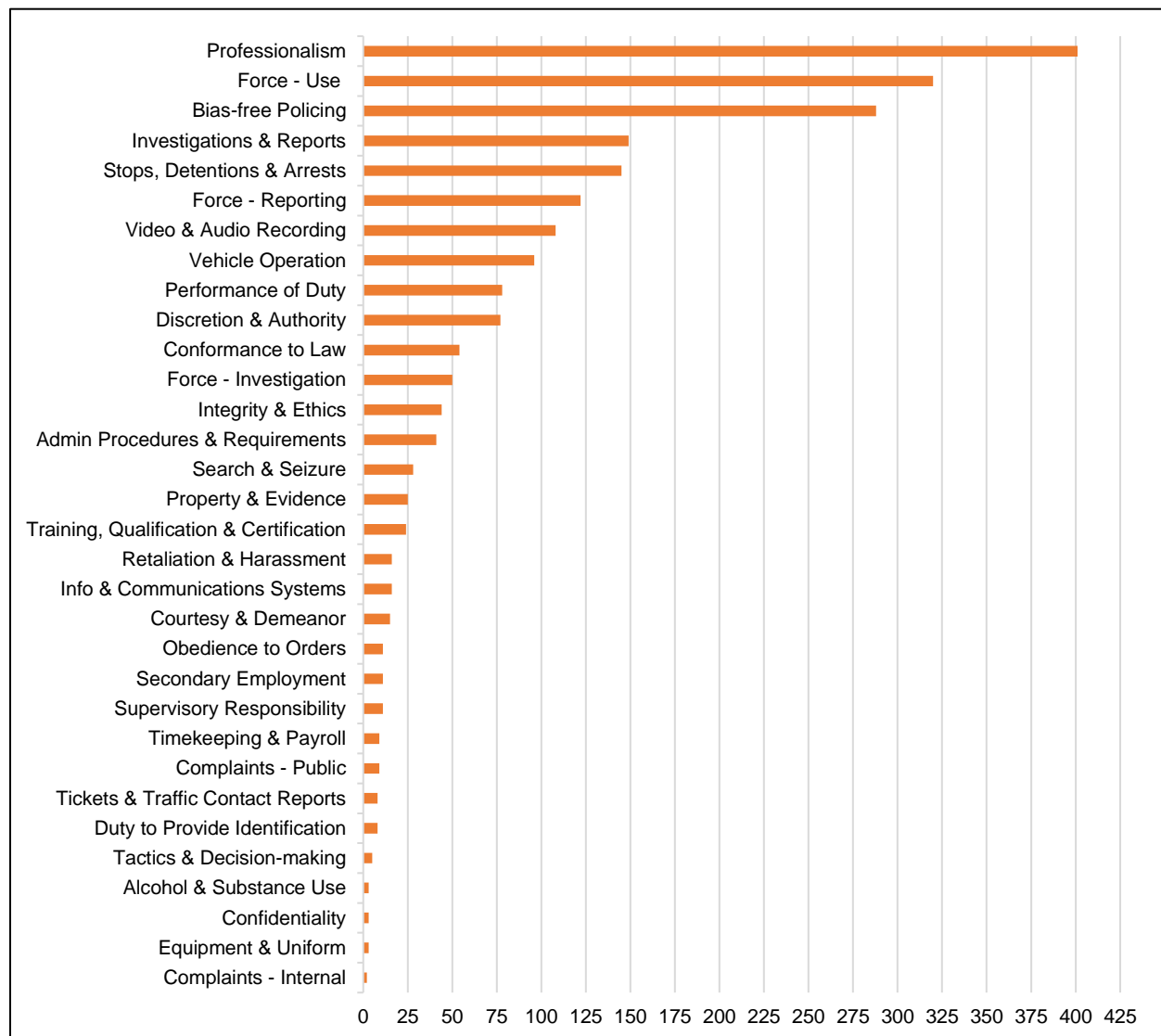
⁹ The OPA also receives allegations of criminal conduct by SPD employees. In these cases, a special referral for a criminal investigation is made by the OPA to the appropriate jurisdiction.

Allegations

When a contact includes a complaint of possible officer misconduct, those complaints are referred to as allegations. An individual complaint may contain multiple allegations against one or more officer. Each allegation aligns with a specific policy from the SPD Manual.

- The OPA was contacted 1,325 times in 2017 and classified a total of 2,183 allegations based on those contacts.
- Professionalism was the most common allegation, comprising 18% of the total (see *Figure 6*).
- Allegations of Use of Force were the second most common allegation, comprising 15% of the total.
- Bias-free Policing was alleged 288 times, which is 13% of all allegations received in 2017.

Figure 6: Classified allegations of misconduct, by allegation (2017)

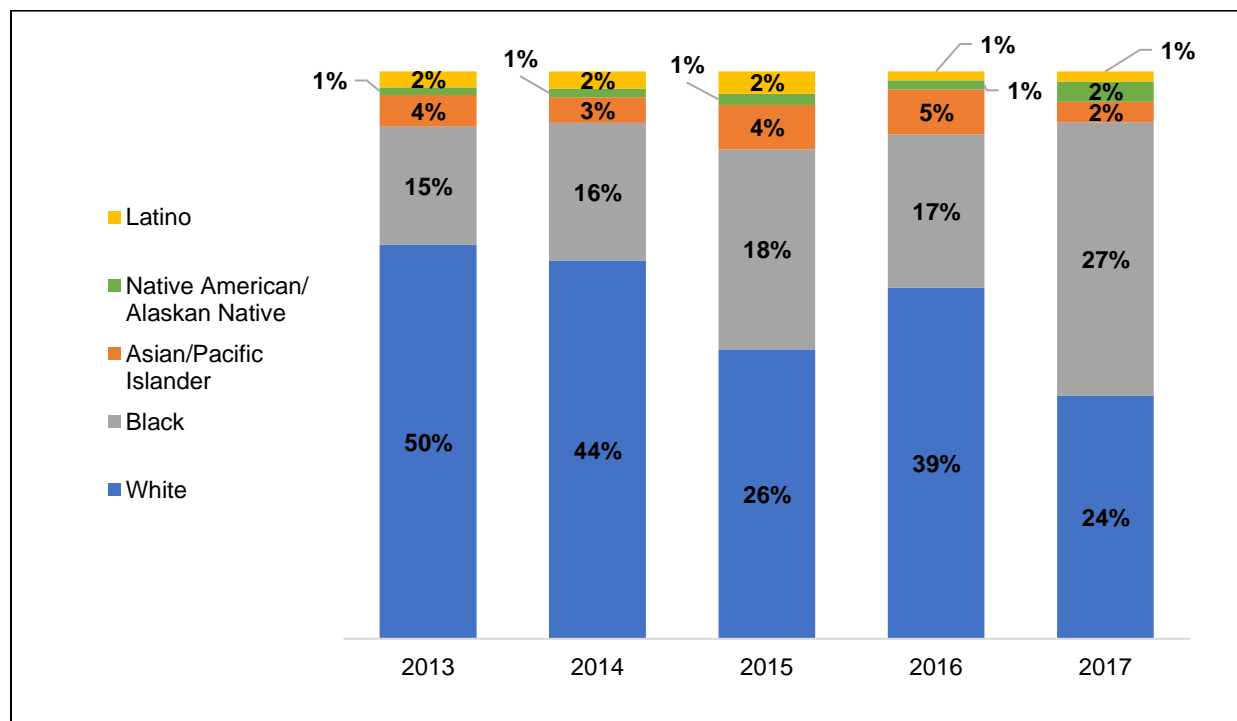


Demographics of People Who Contacted the OPA

It is important that the OPA capture demographic data on complainants so that it can meaningfully assess the impact race and gender have on contacts, allegations, and findings. Disclosure of this information is entirely voluntary; however, without it, the OPA's analysis is incomplete. OPA hopes that as it works to gain the trust of more community members, individuals contacting OPA will feel more comfortable disclosing information about their demographics.

- In 2017, 56% of individuals who contacted the OPA chose to identify their race, compared to 63% who did so in 2016.¹⁰
 - Of those who disclosed their race, 27% identified as Black. This is a significantly larger portion than in 2016, when 17% of individuals who provided race information identified as Black (see *Figure 7*). Black residents make up less than 8% of the City's population.¹¹
 - The portion of contacts from individuals who identified as White decreased between 2016 and 2017, from 39% to 24%. Seattle's population is almost 70% White.
 - Three contacts were submitted by individuals who identified as Two or More Races. This group, although not shown in *Figure 7* because it represents less than 1% of all contacts, makes up almost 5% of Seattle's population.
- In 2017, 67% of individuals who contacted the OPA provided information on their gender. Of this group, 44% identified as male. In 2016, the portion who identified as male was 59%. Seattle's population is 50% male, 50% female.¹²

Figure 7: Race of people who contacted the OPA, by year (2013-2017)



¹⁰ The OPA compared the demographic profile of the complainant to the demographics of the City without controlling for any other factors such as the proportion of encounters with police or percentage and number of criminal suspects.

¹¹ 2013 American Community Survey Data (Seattle).

¹² Ibid.

Investigations & Findings

In cases where a full investigation occurred, the OPA Director reviews the case, certifies it as complete, and issues to the Chief of Police a recommended finding—via a Director’s Certification Memo—on each allegation using the preponderance of the evidence standard (for all allegations of dishonesty, the Director must use a higher standard).¹³ If the preponderance of the evidence shows misconduct did occur, the recommended finding is Sustained. If not, the finding is Not Sustained, and it is accompanied by one of the following explanations.

Unfounded: The evidence indicates the misconduct alleged did not occur.

Lawful and Proper: The evidence indicates the officer’s actions were permissible.

Inconclusive: The evidence is inconclusive; misconduct was neither proved nor disproved.

Training Referral: The evidence indicates there may have been a violation of policy, but it was not a willful violation and/or did not amount to misconduct. The OPA can require the named employee’s chain of command to provide training or counseling, which encourages the SPD to address well-intentioned mistakes through education and re-training.

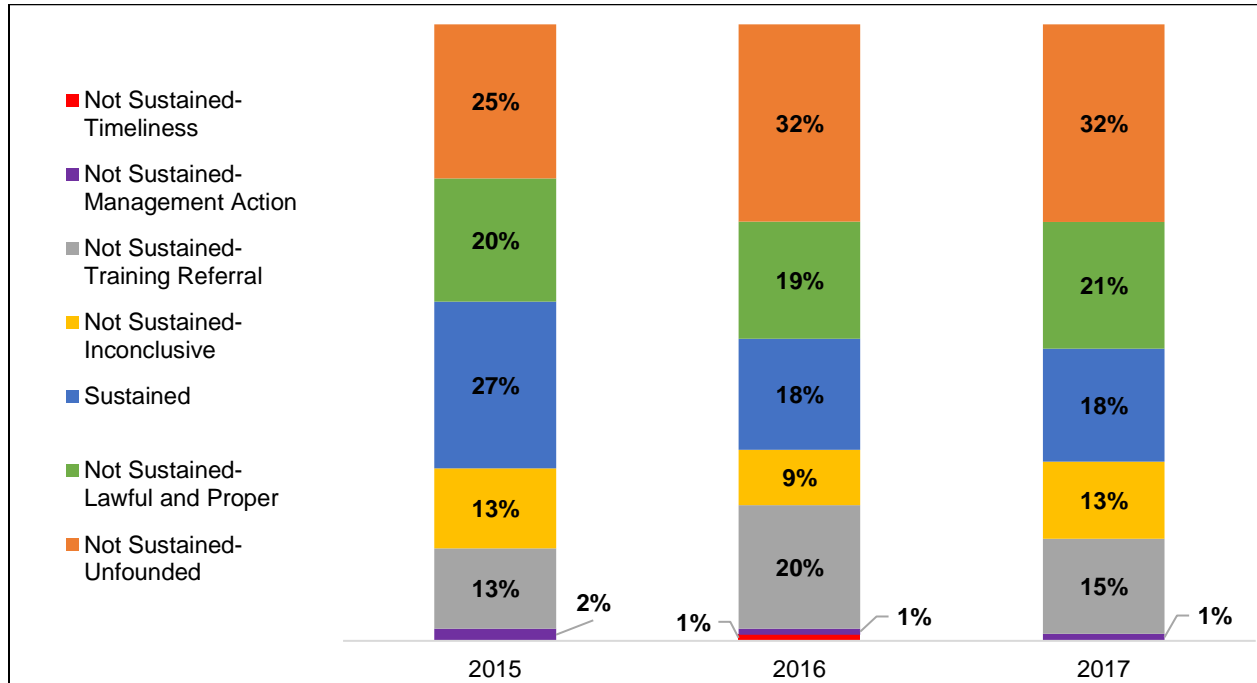
Management Action: There is a deficiency in the SPD policy or training; no individual will be held accountable for the conduct, and the OPA Director makes a recommendation to clarify the SPD policy. The Chief of Police responds to the OPA Director’s recommendations and provides regular updates on the status of their implementation.

Timeliness: The evidence indicates that misconduct occurred, but because the investigation was not completed within 180 days, per the collective bargaining agreement, the finding cannot be Sustained.

Grievance Settlement: A finding of Sustained is modified to accurately reflect the outcome of an appeal or grievance by a named employee.

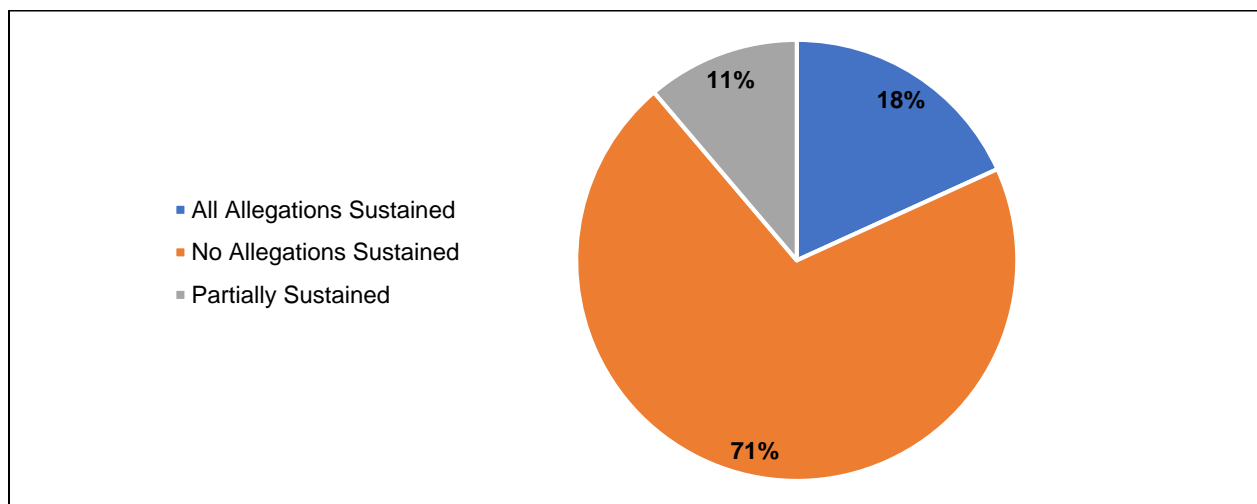
¹³ Per Black’s Law Dictionary, this standard is defined as follows: “The greater weight of evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force; superior evidentiary weight that, though not sufficient to free the mind wholly from all reasonable doubt, is still sufficient to incline a fair and impartial mind to one side of the issue rather than the other.”

Figure 8: Findings of allegations investigated and completed, by year (2015-2017)



- The OPA completed a total of 357 investigations in 2017, comprising 1,032 allegations, of which 18% received a Sustained finding. This was consistent with the 18% Sustained rate in 2016 (see *Figure 8*).
- The percentage of allegations Not Sustained-Training Referral fell from 20% in 2016 to 15% in 2017.
- The percentage of allegations Not Sustained-Lawful and Proper and Not Sustained-Inconclusive both increased slightly.

Figure 9: Findings of cases investigated and completed, by case disposition (2017)



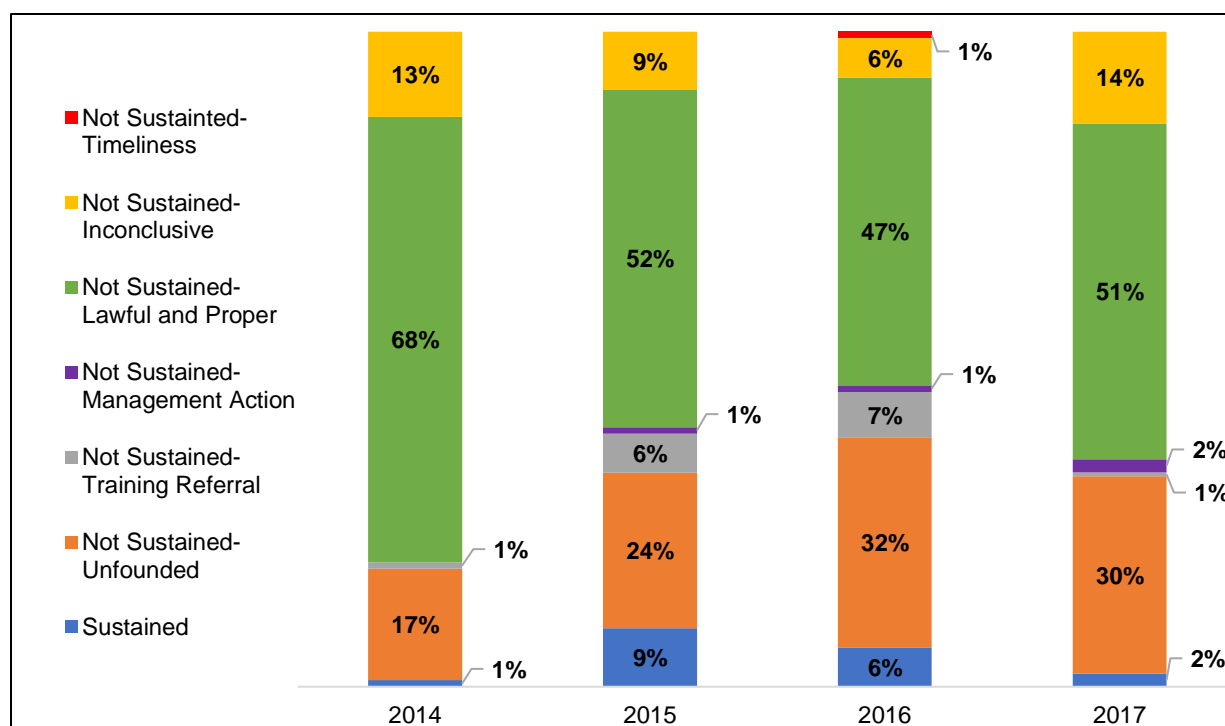
- *Figure 9* depicts 2017 findings by case rather than by individual allegation. It shows that 11% of all cases closed in 2017 resulted in a least one Sustained finding (40 cases) and at least one Not Sustained finding, while 18% resulted in Sustained findings for all allegations (65 cases), and 71% resulted in no allegations being Sustained (252 cases).

Use of Force Findings

Allegations involving Use of Force generally require a more involved investigation, both in time and complexity, due to reviewing each involved and/or responding officer's reports, in-car video, and body-worn video.

- In 2017, findings were made on 183 allegations of Use of Force. Only 2%, or 6 allegations, were Sustained. This was a decrease from 6% of Sustained Use of Force allegations in 2016 (or 9 allegations).
- There were two investigations in 2017 into Use of Force allegations that resulted in Management Action Recommendations.¹⁴ These addressed the need for the SPD to better document the use of less-lethal force tools on demonstrators by specialty units.

Figure 10: Findings of investigated and completed Use for Force allegations, by year (2014-2017)



Findings Overturned

The Chief of Police overturned the OPA Director's recommended finding on one allegation in 2017. In this instance, the Chief changed a Sustained finding to Not Sustained-Inconclusive in a case that involved a demand for identification during a Terry stop in potential violation of policy. The Chief of Police wrote a letter to the Mayor and City Council indicating her disagreement and conclusion as to this allegation.¹⁵

¹⁴ Although the Director's findings on these cases were released in 2017, the Management Action Recommendations were not written and released until 2018.

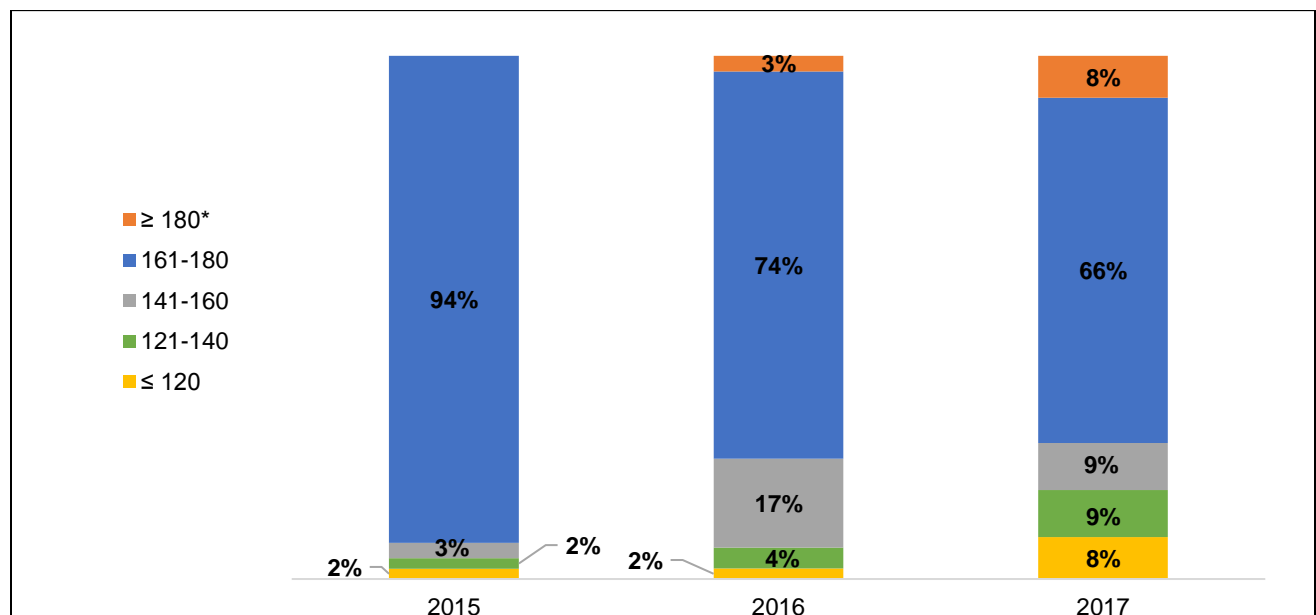
¹⁵ The Chief of Police only overturned one allegation in a multiple allegation case. The allegations that the officer was unprofessional and failed to correctly report force were Sustained and resulted in a 2-day suspension.

Timeliness of Investigations

Under the collective bargaining agreement, in order for discipline to be imposed on an employee, the OPA must complete its investigation within 180 days of when an SPD supervisor or the OPA receives a complaint. A key indicator of the performance of the OPA's investigations is the time it takes to close a full investigation. Of equal importance is the time it takes to close a full investigation for Sustained cases, which are typically the most complicated and time consuming.

- In 2017, a total of 357 investigations were closed in an average of 158 days.
- Although the OPA received fewer total contacts in 2017 than in previous years, it did receive an increase in total number of allegations within investigations, which may mean cases were more complex and time-consuming to investigate and close.
- All investigations of cases involving Sustained findings were completed in sufficient time for discipline to be imposed. The average number of days to close a case with one or more Sustained findings in 2017 was 172.
- Most Sustained cases, 66% (67 cases), were completed within 20 days of the 180-day timeline.
- In 8% of cases (8 cases), the bargaining unit for the employee named in the complaint granted the OPA an extension due to unforeseen circumstances (e.g., the employee was unavailable for an interview due to extended absence or illness).

Figure 11: Number of days it took to complete investigations, by year (2015-2017)



Discipline

After a recommended finding of Sustained has been issued on an allegation of misconduct, the Chief of Police decides what discipline to impose on the named employee. For each allegation, one of five types of discipline can be imposed, listed below in order of severity.

Documented Oral Reprimand: An Oral Reprimand is provided by the chain of command to an employee to explain how his or her conduct violated a specific policy. As with all discipline, the goal is to correct the behavior and ensure that it does not reoccur.

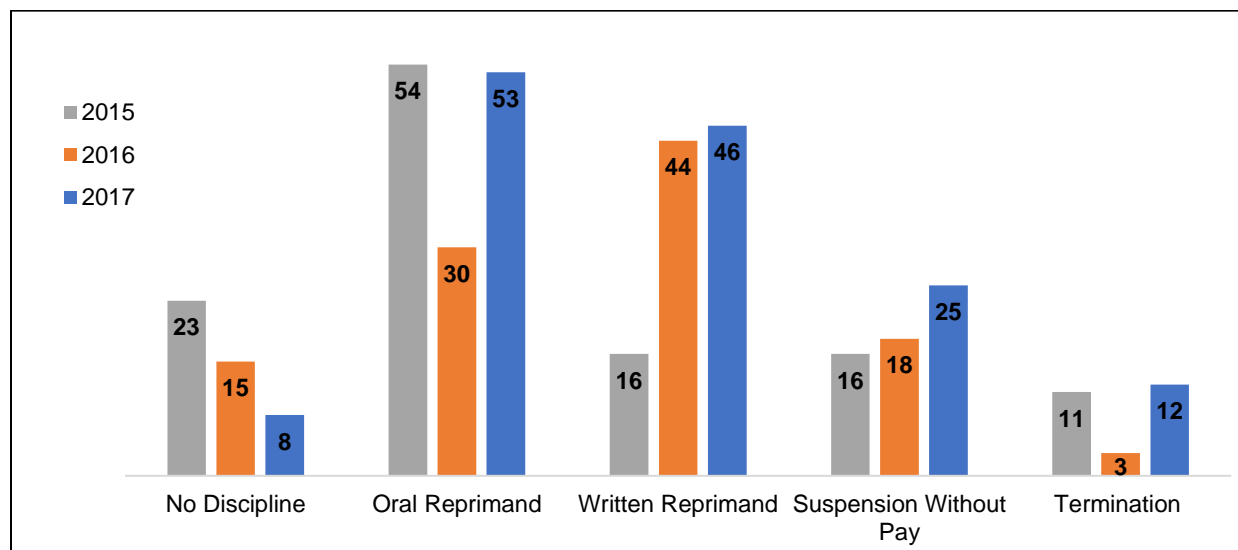
Written Reprimand: A Written Reprimand is similar to an Oral Reprimand, but is generally utilized when there is a higher level of misconduct or fewer mitigating factors. It is the final corrective step prior to a higher level of discipline.

Suspension Without Pay: A Suspension requires an employee to forgo work and its associated pay. Suspensions generally occur in cases where misconduct is sufficiently severe that an Oral or Written Reprimand is too lenient to ensure the behavior will be corrected. Suspensions may be given in full day increments up the highest level of a 30-day Suspension.¹⁶

Demotion: A demotion is a reduction in rank. For example, a Captain could be demoted to a Lieutenant, a Sergeant to an Officer, or a Supervisor to a line employee.

Termination: A termination is when an employee is dismissed from his or her employment.

Figure 12: Number of Named Employees who received discipline, by type of discipline and year (2015-2017)¹⁷



¹⁶ Suspension without pay is limited to a maximum of 30 days pursuant to the collective bargaining agreement.

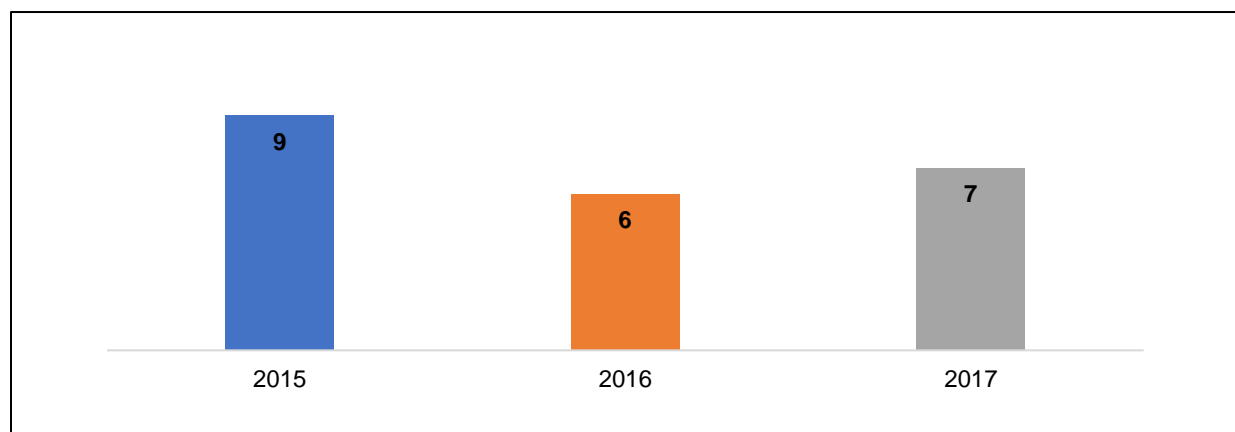
¹⁷ "Termination" in this Figure is interpreted broadly; when further broken down it includes one termination; two resignations in lieu of termination; five resignations or retirements prior to receiving discipline (even though that discipline would not necessarily have called for termination), and two resignations prior to receiving notification of termination.

- Of the 189 allegations of misconduct Sustained by the OPA in 2017, 132 instances of discipline were imposed on 127 SPD employees.¹⁸ In 2016, there were 137 Sustained allegations and 110 instances of discipline imposed on 95 SPD employees.
- Eight of the Sustained findings did not result in discipline either because appropriate action had already been taken by the employee's supervisor, the employee no longer worked for the SPD, or the violation of the policy was considered minor.
- There was a 77% increase (from 30 to 53) in the number of Oral Reprimands imposed for Sustained findings between 2016 to 2017. The primary allegation that led to an Oral Reprimand in 2017 was the same as 2016: violation of the Training, Qualification and Certification policy.
- The number of Written Reprimands remained consistent between 2016 and 2017, with 44 and 46 imposed, respectively. The most common allegation that led to a Written Reprimand in 2017 was for a violation of the Video and Audio Recording policy.
- There was a 39% increase (from 18 to 25) in the number of Suspensions Without Pay imposed in 2017 compared with 2016. The average number of days suspended in 2017 was four, and the longest suspension was for 30 days. The most common allegations that led to Suspension Without Pay in 2017 were Professionalism and Video and Audio Recording.

Employees may appeal any disciplinary decision of Suspension or Termination to either the Public Safety Civil Service Commission or an alternative appeal process as provided in their collective bargaining agreement. If the employee is terminated or resigns/retires in lieu of termination, the Chief of Police will send notification to the Washington State Criminal Justice Training Commission (WSCJTC), which is responsible under state law for certifying and de-certifying all officers. If the misconduct includes a criminal conviction or dishonesty, WSCJTC may de-certify the officer, meaning he or she will no longer be allowed to be an officer anywhere in the state.

- In 2017, seven cases were appealed or grieved (see *Figure 13*).

Figure 13: Cases appealed or grieved, by year (2015-2017)



¹⁸ Investigations may contain multiple allegations that are found to be Sustained, however only one disciplinary action is imposed per employee per investigation.

Named Employee Complaint Patterns

Complaints and Named Employee Years of Service

Similar to data reported in 2015 and 2016, there were two prominent peaks in the number of complaints SPD employees received in 2017 and their number of years of law enforcement service (see *Figure 14*).

- The first peak occurs between two and four years of service and might be explained by the steep learning curve experienced by new officers who are no longer under the guidance of a Field Training Officer as they are during their probationary period (generally the first year of service).
- The second peak, between 9 and 11 years of service, is less easily explained. The OPA is looking to conduct an analysis of these complaints in an effort to better understand the root causes of the increased rate of complaints against this cohort of SPD employees.

Sustained Complaints per Named Employee

- There were 12 Named Employees in 2017 who received Sustained findings in two or more cases.
- Three Named Employees had two or more Sustained complaints in two or more of the years between 2015 and 2017.

Demographics of Named Employees

- In 2017, individuals who were White accounted for 72% of the Named Employees in OPA complaints and represented 70% of the SPD as a whole.
- Male officers accounted for 84% of the Named Employees in OPA complaints and represented 71% of SPD as a whole.

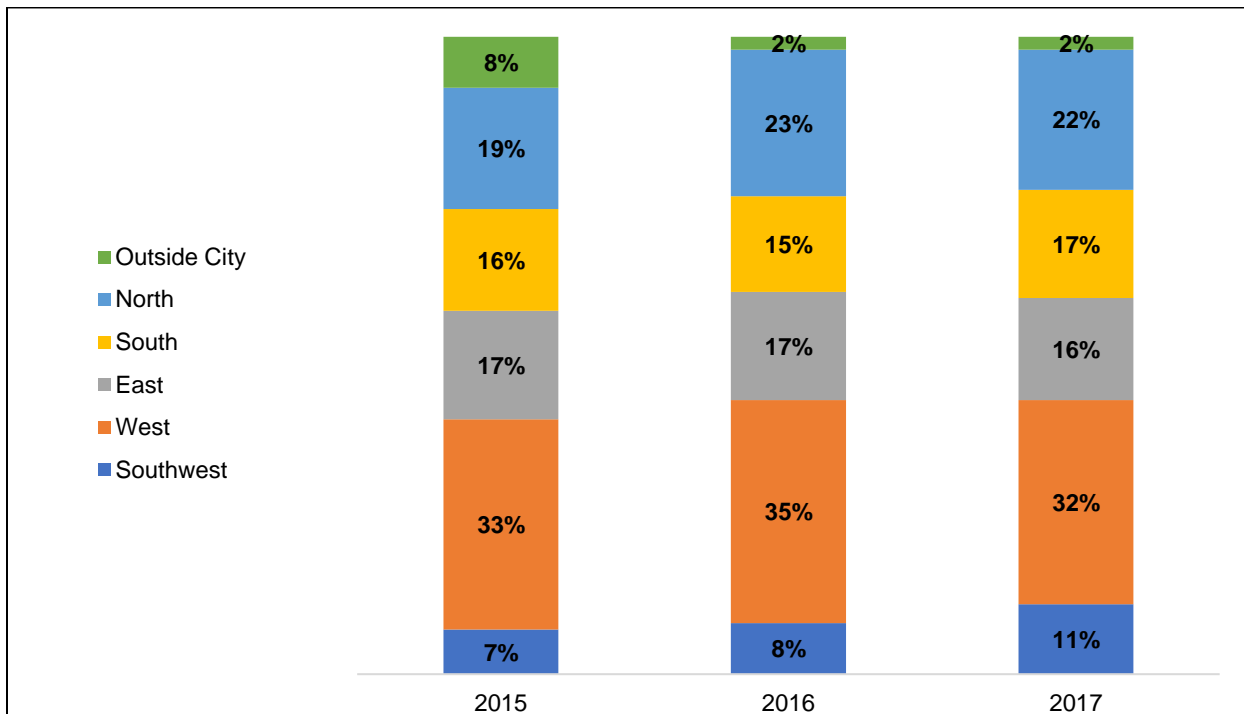
Other Patterns & Trends

Location of Incidents Resulting in Complaints

Of all cases classified for Supervisor Action or Investigation, most occur within the precinct to which the SPD employee is assigned at the time of the incident. However, some allegations arise from activity by officers outside of their assignments because all officers are required to follow SPD policy, even while off-duty (e.g., during secondary employment).

- The geographical breakdown of the location of incidents that result in a Supervisor Action or Investigation has remained fairly consistent over the past three years (see *Figure 15*).

Figure 14: Location of incidents resulting in complaints, by year (2015-2017)



Complaint Appeal Status

Although the OPA does not directly handle the complaint appeal process, it committed to reporting on their status.¹⁹ Appeals are managed by either the Public Safety Civil Service Commission (PSCSC), the Disciplinary Review Board (DRB), or an arbitrator. Below is the status of all appeals as of the publishing of this report.²⁰

Case	Nature of Appeal ²¹	Allegations	Appeal Date	Change or Final Decision
2015-0117	DRB	Professionalism	10/8/2015	Settled: Termination changed to retirement in lieu of termination and agreement to not seek future employment in law enforcement. (8/14/17)
		Officers Will Not Engage in Bias-Based Policing		
		Voluntary Contacts and Terry Stops		
		Use of Force Core Principals		
		Officers Shall Use De-Escalation Tactics		
2014-0233	DRB	Use of Force: When Authorized	4/24/2015	Settled: Sustained finding, reduced disciplinary penalty from 15-day suspension to 10-day suspension with 2 days held in abeyance. (1/20/2017)
2015-0607	DRB	Obedience to Orders	4/15/2016	Settled: Sustained finding, reduced disciplinary penalty from 10-day suspension, disciplinary transfer, and retraining on supervisor responsibilities to 1-day suspension, disciplinary transfer, and retraining on supervisor responsibilities. (12/4/17).
2015-0655	DRB	Use of Force: Necessary and reasonable to affect a lawful purpose	8/22/2016	Pending
		Conformance to Law		
2015-1522	DRB	Use of Force: When Prohibited	8/22/2016	Pending
		Use of Force: When Authorized		
2015-1586	DRB	Performance of Duty	9/04/2016	Pending
		Professionalism		
2015-1859	DRB	Use of Force: De-Escalation	10/5/2016	Pending
2014-0216	DRB	Use of Force: When Authorized	11/18/2016	Pending
		Use of Force: When Prohibited		
		Use of Force: Officers Shall Use De-escalation Tactics		
		Voluntary Contacts and Terry Stops		
2016-0400	Arbitration	Use of Force Tools	12/13/2016	Pending
2016-0497	Arbitration	Video and Audio Recording	12/14/2016	Pending
2016-0439	DRB	Professionalism	2/22/2017	Pending

¹⁹ This information only includes grievances and appeals at the final step (arbitration) of a multiple-step grievance process.

²⁰ Previously reported cases that have been settled or withdrawn are not included.

²¹ The OPA did not report on complaints that went to arbitration in previous years, only those that went to the DRB.

2016-0518	DRB	Property and Evidence: Submitting Evidence	3/21/2017	Pending
2016-1064	DRB	Stops, Detentions and Arrests Professionalism	7/10/2017	Pending
2015-1897	DRB	Video and Audio Recording	5/30/2017	Pending
2017-0112	DRB	Use of Force: De-Escalation Use of Force: When Authorized	11/17/2017	Pending
2017-0153	DRB	Use of Force: Reporting Professionalism	11/17/2017	Pending
2016-1162	DRB	Primary Investigations: Thorough & Complete Search for Evidence; Primary Investigations: Take Statements; Primary Investigations: Document on a General Offense Report; Conformance to Law; Discretion	7/10/2017	Pending
2016-0438	Arbitration		09/01/2017	Pending
2016-1139	Arbitration		09/01/2017	Pending
2017-0197	Arbitration		08/25/2017	Pending
2016-0519	Arbitration		08/25/2017	Pending
2017-0040	Arbitration		09/28/2017	Pending
2017-0198	Arbitration		12/21/2017	Pending
2016-0664	Arbitration		08/25/2017	Pending
2017-0372	DRB		12/01/2017	Pending
2015-1464	Arbitration		12/14/2016	Pending
2016-0575	Arbitration		08/25/2017	Pending
2015-1450 2017-0274	PSCSC		09/19/2017	Dismissed on 11/15/17; Termination discipline not modified