



DATE: July 1, 2009

TO: Chief Richard Myers

FROM: Lieutenant K. D. Wilson, Internal Affairs

SUBJECT: 2008 Annual Internal Affairs Report

Since 1901, the Colorado Springs Police Department (CSPD) has been proudly serving and protecting the members of and visitors to our community. The ability to provide critical services can be challenging in these tough economic times but the need for effective law enforcement remains. Through challenging times the employees of the Department have remained true to our mission. *“The mission of the Colorado Springs Police Department is to promote the quality of life in Colorado Springs by providing police services with integrity and with a spirit of excellence, in partnership with our Community.”*

Overview

In 2008, Colorado Springs boasted a population over 401,000 which is not inclusive of the many who commute from the County or support tourism. There are over 1,500 miles of roadways which are used by the 480,000 plus vehicles registered in El Paso County.¹ The City has a vibrant tourist trade with attractions such as the United States Air Force Academy, Garden of the Gods, Pikes Peak, the Olympic Training Center, and the Pro Rodeo Hall of Fame as well as numerous parks, campgrounds, and hiking trails. The City is also home to five military installations and various high tech industries.

The Colorado Springs Police Department, which employed 689 sworn and 293 civilian members² in 2008, was a very visible resource and heavily involved in the community through its work with diverse community groups, businesses, organizations, and leaders. Interaction with various entities has helped maintain open lines of communication and trust. Not only geared to action, the Department has proved it listens and responds. There are currently 1.7 sworn officers per 1,000 population (689 officer to 401,431 citizens) which is well below the national average of 2.1 per 1,000 (842 officers).

The CSPD has been facing a steady increase in the numbers of Calls for Service (CFS) per year. In 2004 the Department responded to 219,950 CFS; this number has increased to 308,295 CFS in 2008, which is a 40% increase over the past five years; while the authorized strength of sworn officers has not increased and has remained stagnant since 2004 at 689 officers.

¹ Vehicle registration data obtained from www.car.elpasoco.com/motor_vehicle/Registration_Statistics.htm

² These numbers reflect authorized strength and would have fluctuated depending on vacancies

Awards

Listening and responding with empathy along with effective enforcement tactics has led to a number of heroic and positive actions by Department members that not only highlighted the passion and dedication of our employees but had a direct impact on crime reduction and prevention.

The Colorado Springs Police Department holds three yearly award ceremonies which recognize notable actions of employees, volunteers, and community members. They are the Annual Awards ceremony, Volunteer Recognition Luncheon, and the Medal of Valor. Additionally, throughout the year numerous employees are acknowledged for their positive actions deserving of recognition.

2008 Commendations and Awards		
	Sworn	Civilian
Ace Awards*	110	110
Achievement Award (City)	2	1
American Angel Award	1	0
American Eagle Award - Officer	2	0
American Eagle Award - Supervisor	0	0
Certificate of Appreciation (City of CSPD)	79	9
Certificates of Appreciation (Outside)	7	1
Civilian of the Month (CSPD)	0	12
Commander Commendations	471	64
CREATE Awards	37	6
Department Commendations	4	1
Distinguished Service Awards	0	0
Division Employee of the Month (6 Divisions)	55	9
Lifesaving Awards	11	0
Medal of Valor	1	0
Officer of the Month - East Side Rotary Club	12	0
Officer of the Quarter - North End Rotary Club	4	0
Special Recognition	2	8
Written Commendations	33	9
Total Awards	831	230

* There were 220 Ace Awards for CSPD employees, they were not tracked by sworn and civilian; therefore the number was split evenly in the columns

Internal Investigations

The Department has a responsibility to its employees and the community to seek out and discipline those employees whose conduct discredits the Department, or impairs its effective operation. Discipline has, as its immediate purpose, the channeling of individual effort into effective and productive action. It may involve encouragement, inspiration, training or the imposition of negative sanctions. Negative sanctions administered may range from a warning, where the immediate effect is on the individual, to termination, where the positive result is reassurance to other employees of the limits upon acceptable conduct. Internal Affairs is only a fact finder and has no involvement in the disposition of any case. Discipline is decided by the employee's chain of command.

A Level One Investigation (Case) is a less formal inquiry, usually conducted within an employee's chain of command, intended to address relatively minor violations where verbal counseling may be the maximum discipline imposed, if sustained. Final review and approval of these cases are accomplished by the Division Commander/Manager. These complaints are documented on a Complaint Receipt Form (CRF) which is readily available to any CSPD supervisor.

A Level Two Investigation (Case) is a more formal and structured investigation into allegations of more serious violations for which discipline in excess of verbal counseling is probable, if sustained. At the point in a Level Two investigation where it can be reasonably determined that an employee may have violated Department/City policy, the employee may exercise his/her rights to an advisor.

Definitions of Dispositions

Unfounded - The allegation is false and not factual. Misconduct did not occur. There are disinterested witnesses or other facts which prove that misconduct did not occur.

Not Sustained - Evidence is insufficient to clearly prove or disprove the allegation. There are no disinterested witnesses and the allegation cannot be proved or disproved.

Exonerated - Investigation disclosed that the act complained of did occur, but that it was justified, legal, and proper. There is no dispute over the fact that the act did occur, or there is sufficient evidence to prove that the act did occur, and there was no policy violation.

Sustained - Investigation established that misconduct did occur and the allegation is supported by sufficient evidence. There are disinterested witnesses or other facts proving the allegation(s).

Misconduct Not Based on Complaint - During the review of an investigation, a supervisor discovers a sustained policy violation unrelated to the complainant's original allegation(s).

Closed by Mediation - Investigation in the case was suspended by the Division Commander, and the underlying issues were resolved in a structured meeting between the involved employee(s) and complainant. Cases which are successfully mediated are closed without one of the above formal classifications being assigned. Cases disposed of by mediation will be handled as provided below.

Actions Available

When corrective action is indicated by the findings in a situation, one or more of the following actions may be taken, subject to the provisions of the Charter of the City of Colorado Springs, the Code of the City of Colorado Springs, the Colorado Springs Police Department Operations Manual, Rules of the Colorado Springs Civil Service Commission Sworn Personnel, the Civilian/Civil Service Personnel Policies and Procedures Manuals of the City of Colorado Springs and, when necessary, the approval of the City Manager/ Deputy City Manager:

- ❖ Informal:
 - Training
 - Verbal Counseling
 - Supervisory Discussion Record (SDR)
- ❖ Formal:
 - Written Reprimand
 - Individual Performance Plan
 - Suspension
 - Demotion in Rank or Grade
 - Termination or Dismissal from the Department

False and Malicious Complaints

While encouraging the filing of legitimate complaints against officers as a means by which they can be held accountable to the public, the Department simultaneously seeks to hold members of the public accountable for the filing of false and malicious allegations against officers. In cases of this nature, the complainants will be informed that appropriate legal proceedings could be instituted to remedy such action.

2008 Statistical Data – Personnel Investigations

The Internal Affairs' year end statistical information for 2008 demonstrate that both sworn and civilian members continue to perform their duties in a professional and competent manner. The Colorado Springs Police Department employees have faced an increase in demand for services with a decreasing number of employees.

The 308,295 Calls for Service (CFS) for 2008 increased over the previous year by 21,761. These numbers do not take into consideration Officer Initiated Activities (OIA), Directed Activities (DA), Problem Oriented Policing projects (POP), and/or an employee's daily citizen contacts; which would significantly increase the overall number of interactions with the public. In addition, officers made 23,743 arrests, issued 74,323 traffic summonses, completed 41,694 Case Reports and completed 8,535 Traffic Accident Reports.

Department supervisors took a total of 409 complaints; 346 Level I Complaints and 63 Level II Complaints. The total complaints received include both sworn and civilian members of the Department.

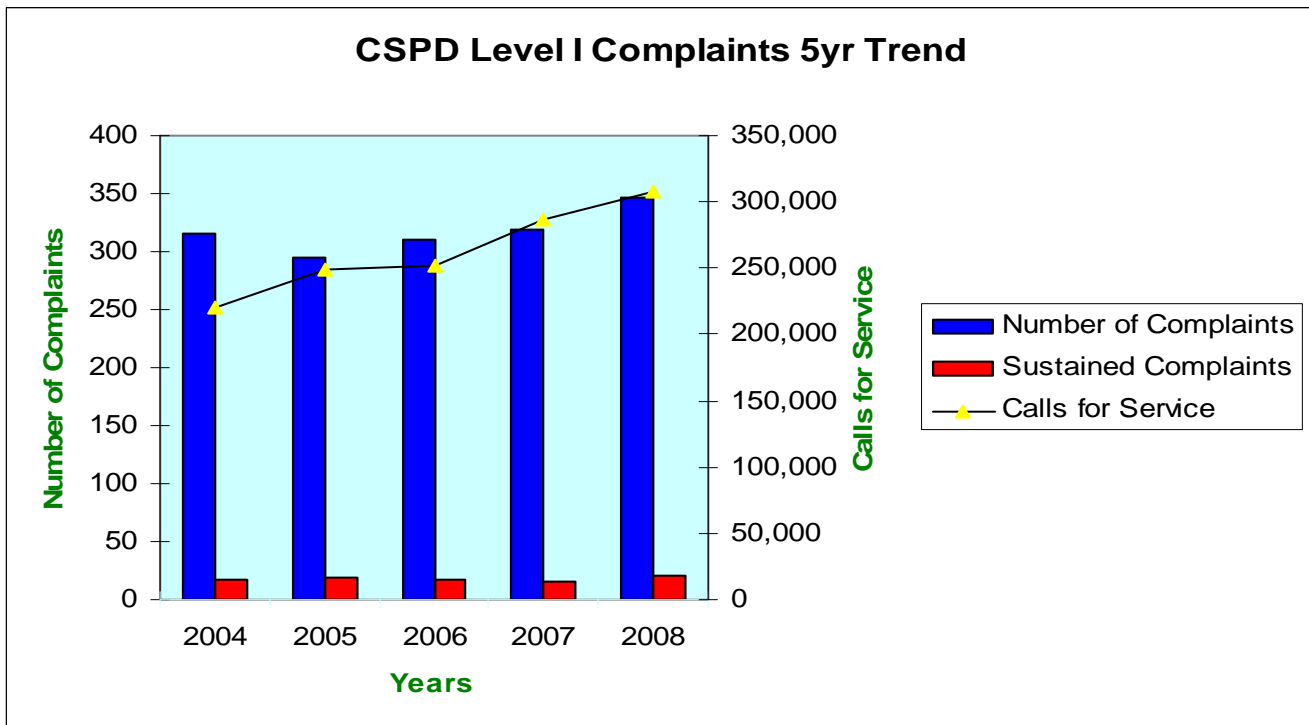
The 2008 Level I Complaints did increase from the previous year from 319 to 346; however the number of complaint per 1,000 CFS stayed at 1.1 percent. The 2008 Level II Complaints remained low and only increased to 63; up 9 cases from 2007. The rate of Level II Complaints per 1,000 CFS remained steady at 0.2 percent.

**Five Year Comparison
Level I CSPD Internal Affairs Investigations**

Level I Investigations (1 complaint = 1 case)

	2004	2005	2006	2007	2008
Number of Complaints	316	294	310	319	346*
Sustained Complaints	18	19	18	15	21
Percent Sustained	5.7	6.5	5.8	4.7	6.0
Calls for Service	219,950	248,218	251,746	286,534	308,295
Rate of Complaints per 1,000 Calls for Service	1.4	1.2	1.2	1.1	1.1

**This number of complaints includes complaints against civilians and sworn officers.*



**Five Year Comparison
Level II CSPD Internal Affairs Investigations**

Level II Investigations (1 complaint = 1 case)

	2004	2005	2006	2007	2008
Number of Complaints	87	85	107	54	63
Sustained Complaints	61	59	78	29 (1 still open)	56*
Percent Sustained	70.1%	69.4%	72.9	53.7	88.8%
Calls for Service	219,950	248,218	251,746	286,534	308,295
Rate of Complaints per 1,000 Calls for Service	0.4	0.3	0.4	0.2	0.2

*The number of sustained complaints includes complaints that involved a resignation or retirement prior to the actual implementation of discipline and/or official findings.

