

Quarter	2023
Quarter start date	1/1/2023
Quarter end date	12/31/2023

2023 Internal Affairs Summary

2023

Internal Affairs: 2023 Snapshot

This sheet contains some top-line facts and figures for Internal Affairs cases closed in 2023.
Detailed breakdowns can be found in the subsequent pages.

	# allegations	# initial allegation sustained	# other allegation sustained	# not sustained
Criminal violation	35	7	9	20
Differential treatment	58	0	6	52
Excessive force	60	1	7	52
Improper arrest	24	0	4	20
Improper entry	13	0	0	13
Improper search	25	4	8	13
Domestic violence incident (non-criminal)	18	0	3	15
Demeanor	288	19	38	231
Other rule violation	1205	474	129	606
TOTAL	1726	505	204	1022

Distribution of sources for complaints closed in 2023

	Anonymous	Agency	Civilian
#	23	784	911
%	1%	46%	53%

Frequency of discipline by type for complaints closed in 2023

Oral reprimand or performance notice	157
Written reprimand or written warning	117
Monetary fine or loss of pay	3
Suspension without pay	124
Separated while IA pending	7
Demotion or loss of promotion opportunity	0
Discharge from employment	17
Training, coaching, or counseling	94
Loss of time	15
None	59
TOTAL	593

2023 Summary

Total Pending from Prior Years	643
Total Opened	2186
Total Closed	1726
Total Sustained	706
Total Not Sustained	1024
Total >180 Days	165
Total Pending at end of 2023	1103

NOTE: This sheet provides a snapshot of IA cases at a single point in time. As a case progresses, classifications and categorizations may change.

A single Internal Affairs case may involve one or more officers. This Summary refers to the count of OFFICERS who were named in an Internal Affairs Complaint.

2023: Cases Opened and Closed, All Allegations

Complaints OPENED by Most Serious Initial Allegation

Source of Complaint

Most serious <u>initial</u> allegation	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Criminal violation	25	45	0	18	36	0	2.1	1.4	
Differential treatment	1	13	1	4	49	3	1.0	1.4	2.0
Excessive force	4	52	0	7	90	2	1.0	1.2	1.5
Improper arrest	8	18	0	15	45	0	1.5	1.4	
Improper entry	3	1	0	0	13	1		1.2	1.0
Improper search	7	11	0	32	24	1	1.7	1.1	1.0
Domestic violence incident	6	2	1	12	10	0	1.0	1.0	
Demeanor	9	52	0	18	304	2	1.4	1.2	1.0
Other rule violation	273	106	5	834	647	19	1.2	1.1	1.3
TOTAL	336	300	7	940	1218	28	1.2	1.2	1.4

PLEASE NOTE: This page counts complaints by most serious INITIAL allegation. For a focus on closed cases by their SUSTAINED allegations, please see Page 3.

This page and the subsequent page consider ALL ALLEGATIONS. For a breakdown of Other Rule Violations, see Pages 4-5. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED by Most Serious Initial Allegation

Most serious <u>initial</u> allegation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Criminal violation	35	#NUM!	0	9	26	0	5	1	0	4	6	7	3	0
Differential treatment	58	46.9	1	3	47	4	0	0	0	0	29	4	18	0
Excessive force	60	219.0	0	5	50	1	0	0	0	2	30	7	14	0
Improper arrest	24	287.1	0	1	23	0	0	0	0	0	12	2	5	0
Improper entry	13	20.5	0	0	12	1	0	0	0	0	11	0	2	0
Improper search	25	84.1	0	12	13	0	0	0	0	1	3	1	9	0
Domestic violence incident	18	162.2	0	10	7	1	0	0	0	0	4	5	0	0
Demeanor	288	#VALUE!	1	18	267	2	0	0	0	0	110	82	25	0
Other rule violation	1205	82.8	12	721	464	13	1	0	0	0	327	133	81	0
TOTAL	1726	#NUM!	14	779	909	22	6	1	0	7	532	241	157	0

2023: Cases Closed, All Allegations

Comparison of Initial and Sustained Allegations

Agency Name: Essex
Year: 2023

Most serious <i>initial</i> allegation	Total Initial Allegations	Total Sustained by Most Serious Sustained Allegation									Total Not Sustained
		Excessive Force	Improper Arrest	Improper Entry	Improper Search	Criminal Violation*	Differential Treatment	Demeanor	Domestic Violence	Other Rule Violation**	
		Criminal violation	35	0	0	0	0	8	0	0	
Differential treatment	58	0	0	0	0	0	0	1	0	5	52
Excessive force	60	2	0	0	0	0	0	0	0	5	52
Improper arrest	24	0	0	0	0	0	0	0	0	4	20
Improper entry	13	0	0	0	0	0	0	0	0	0	13
Improper search	25	0	0	0	3	0	0	1	0	8	13
Domestic violence incident	18	0	0	0	0	0	0	0	0	3	15
Demeanor	288	1	0	0	0	0	0	24	0	23	231
Other rule violation	1205	0	0	0	0	1	0	4	0	517	606
TOTAL	1726	3	0	0	3	9	0	30	0	572	1022

* For a breakdown of "Criminal Violations", see Page 7.

** For a breakdown of "Other Rule Violations", see Page 5.

Most serious <i>sustained</i> allegation	Internally Sustained Source of Complaint			Average # sustained complaints Source of Complaint			Criminal Sustained Complaints Source of Complaint			Average Length (days) Disposition of most serious allegation	
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Sustained	Not sustained
	Criminal violation	4	5	0	4.3	6.6		4	2	0	#NUM!
Differential treatment	0	0	0				0	0	0	53.8	46.1
Excessive force	0	3	0		3.0		0	0	0	139.9	236.3
Improper arrest	0	0	0				0	0	0	170.3	310.5
Improper entry	0	0	0				0	0	0		20.5
Improper search	3	0	0	2.7			0	0	0	109.7	60.5
Domestic violence incident	0	0	0				0	0	0	44.0	185.8
Demeanor	8	22	0	1.6	1.2		0	0	0	96.8	#VALUE!
Other rule violation	471	94	3	1.4	1.4	1.3	0	0	0	66.2	100.4
TOTAL	486	124	3	1.6	1.8	1.3	4	2	0	#NUM!	#VALUE!

2023: Cases Opened and Closed, Alleged Other Rule Violations

Complaints OPENED by Alleged Other Rule Violation

Agency Name: Essex
Year: 2023

Most serious <i>alleged</i> rule violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	4	0	0	7	0	1	1		1
DUI/DWI on duty	3	0	0	0	0	0			
EEO	0	0	0	5	0	0	3		
False documentation or failure to document	0	0	0	0	0	0			
Conduct unbecoming / Discredit to the agency	8	6	0	14	69	1	1.285714286	1.043478261	1
Improper supervision or failure to supervise	5	2	0	11	1	1	1.090909091	2	4
Insubordination or disobeying an order	17	4	0	75	17	0	1.266666667	1.352941176	
Neglect of duty	13	31	1	120	199	6	1.516666667	1.125628141	1
DUI or DWI off duty	5	0	0	6	0	0	1		
Preventable MV accident	6	1	0	93	1	0	0.989247312	1	
Vehicular pursuit policy violation	62	8	0	55	0	0	1.054545455		
Use of force policy violation	1	0	0	3	33	0	1	1.272727273	
BWC/MVR violation	11	1	0	90	3	0	1.033333333	1.333333333	
Attendance issues	26	0	0	85	1	0	1.047058824	1	
Loss of or failure to safeguard agency property	3	0	0	44	1	1	1.045454545	1	1
Other departmental rule violation	103	56	3	246	463	14	1.18699187	1.11663067	1.21428571
	267	109	4	854	788	24	1.358313817	1.781725888	1.58333333

This page and the subsequent page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED Categorized by Alleged Other Rule Violation

Most serious <i>alleged</i> rule violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not		Administratively Closed
		(days)										Sustained	Unfounded	
Drug test failure	12	28.1	1	11	0	1	0	0	0	0	3	0	0	0
DUI/DWI on duty	2	430.0	0	2	0	0	1	0	0	0	0	0	0	0
EEO	4	2.3	0	4	0	0	0	0	0	0	0	3	0	0
False documentation or failure to document	0		0	0	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	39	114.3	0	11	28	0	2	0	0	0	10	8	1	0
Improper supervision or failure to supervise	17	81.4	1	13	3	1	0	0	0	0	1	3	0	0
Insubordination or disobeying an order	51	120.5	3	45	6	0	0	0	0	0	11	3	1	0
Neglect of duty	180	91.0	0	65	111	4	0	0	0	0	63	21	19	0
DUI or DWI off duty	2	16.5	0	2	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	96	#NUM!	0	94	2	0	0	0	0	0	13	5	0	0
Vehicular pursuit policy violation	51	215.8	1	47	4	0	0	0	0	0	0	5	0	0
Use of force policy violation	7	15.9	0	4	3	0	0	0	0	0	0	0	2	0
BWC/MVR violation	89	30.4	0	84	1	0	0	0	0	0	5	2	3	0
Attendance issues	77	61.7	1	75	1	0	0	0	0	0	1	4	0	0
Loss of or failure to safeguard agency property	34	37.5	0	33	1	0	0	0	0	0	0	1	0	0
Other departmental rule violation	603	79.5	4	227	361	10	0	0	0	1	208	61	51	1
	1264	#NUM!	11	717	521	16	3	0	0	1	315	116	77	1

2023: Cases Closed, Alleged Other Rule Violations

SUSTAINED Complaints by Sustained Other Rule Violation

Most serious <u>sustained</u> rule violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	3	0	0	1.0			0	0	0
DUI/DWI on duty	0	0	0				0	0	0
EEO	0	0	0				0	0	0
False documentation or failure to document	0	0	0				0	0	0
Conduct unbecoming / Discredit to the agency	7	3	0	1.9	1.7		0	0	0
Improper supervision or failure to supervise	8	3	0	1.1	3.3		0	0	0
Insubordination or disobeying an order	41	10	0	2.5	1.3		0	0	0
Neglect of duty	35	21	0	2.3	1.3		0	0	0
DUI or DWI off duty	2	0	0	0.5			0	0	0
Preventable MV accident	66	1	0	1.0	1.0		0	0	0
Vehicular pursuit policy violation	38	0	0	1.0			0	0	0
Use of force policy violation	3	0	0	1.0			0	0	0
BWC/MVR violation	71	15	0	1.1	1.0		0	0	0
Attendance issues	44	0	0	1.0			0	0	0
Loss of or failure to safeguard agency property	23	1	0	1.0	1.0		0	0	0
Other departmental rule violation	106	38	3	1.3	1.5	1.3	0	0	0
	447	92	3	1.5	1.5	1.3	0	0	0

Agency Name: Essex

Year: 2023

This page and the previous page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Please note that cases sustained as Other Rule Violation may have a most serious initial allegation in another category, e.g. Differential Treatment. For a comparison of initial and sustained allegations, see Page 3.

Initial allegations resulting in a sustained charge, by alleged other rule violation

Most serious <u>initial</u> alleged rule violation	# complaints		Average case length (days)	
	Disposition of most serious initial allegation		Disposition of most serious initial allegation	
	Sustained	Not sustained	Sustained	Not sustained
Drug test failure	6	6	32.5	23.7
DUI/DWI on duty	2	0	430.0	0.0
EEO	0	4		
False documentation or failure to document	0	0		
Conduct unbecoming / Discredit to the agency	11	24	117.8	277.5
Improper supervision or failure to supervise	11	6	92.8	32.9
Insubordination or disobeying an order	35	16	87.2	93.8
Neglect of duty	63	114	78.8	178.3
DUI or DWI off duty	2	0	16.5	0.0
Preventable MV accident	72	23	22.2	2.5
Vehicular pursuit policy violation	38	13	70.4	219.2
Use of force policy violation	3	2	17.3	11.0
BWC/MVR violation	69	17	25.8	12.0
Attendance issues	69	8	63.0	5.9
Loss of or failure to safeguard agency property	33	1	36.6	2.1
Other departmental rule violation	174	357	77.0	185.6
	588	591	62.0	166.3

2023: Cases Opened and Closed, Alleged Criminal Violations

Complaints OPENED Categorized by Alleged Criminal Violation

Most serious <i>alleged</i> criminal violation	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
	Sexual assault / Criminal sexual violation	2	2	0	0	1	0		1.0
Domestic violence	4	7	0	3	4	0	1.0	1.3	
Assault	1	2	0	1	1	0	1.0	2.0	
Harassment or stalking	0	0	0	1	4	0	1.0	1.5	
Theft	1	28	0	4	22	0	6.0	1.4	
Property damage or criminal mischief	0	0	0	0	0	0			
Other criminal violation	14	7	0	5	5	0	1.0	1.0	
	22	46	0	14	37	0	82.9	37.9	

Agency Name: Essex
Year: 2023

This page and the subsequent page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

Complaints CLOSED Categorized by Alleged Criminal Violation

Most serious <i>alleged</i> criminal violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Sexual assault / Criminal sexual violation	3.0	190.7	0.0	1	2	0	0	1	0	0	0	0	0	0
Domestic violence	3.0	133.3	0.0	2	1	0	0	0	0	2	0	1	0	0
Assault	2.0	56.0	0.0	0	2	0	0	0	0	0	0	0	0	0
Harassment or stalking	2.0	88.0	0.0	0	2	0	0	0	0	0	1	1	0	0
Theft	13.0	318.9	0.0	3	10	0	4	0	0	0	2	2	1	0
Property damage or criminal mischief	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Other criminal violation	10.0	#NUM!	0.0	2	8	0	1	0	0	2	0	0	1	0
	33.0	#NUM!	0.0	8	25	0	5	1	0	4	3	4	2	0

2023: Cases Closed, Alleged Criminal Violations

SUSTAINED Complaints Categorized by Alleged Criminal Violation

Most serious <u>sustained</u> criminal violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault / Criminal sexual violation	1	0	0	5			0	0	0
Domestic violence	0	0	0				0	0	0
Assault	0	0	0				0	0	0
Harassment or stalking	0	0	0				0	0	0
Theft	1	4	0	6	6.5		2	2	0
Property damage or criminal mischief	0	0	0				0	0	0
Other criminal violation	1	1	0	0	7		1	0	0
	3	5	0	5.66666667	6.6		3	2	0

Agency Name: Essex

Year: 2023

This page and the previous page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

Please note that cases sustained as Criminal Violation may have a most serious initial allegation in another category, e.g. Differential Treatment. For a comparison of initial and sustained allegations, see Page 3.

Initial allegations resulting in a sustained charge, by alleged criminal violation

Most serious <u>alleged</u> criminal violation	# complaints		Average case length (days)	
	Disposition of most serious allegation		Disposition of most serious allegation	
	Sustained	Not sustained	Sustained	Not sustained
Sexual assault / Criminal sexual violation	1	2	34.0	269.0
Domestic violence	1	2	217.0	91.5
Assault	1	1	35.0	77.0
Harassment or stalking	0	2		88.0
Theft	4	9	206.0	369.1
Property damage or criminal mischief	0	0		
Other criminal violation	7	2	#NUM!	21.0
	14	18	#NUM!	241.0

2023: Discipline Issued

Discipline by most serious sustained allegation

<i>All allegations</i>	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Training, coaching, or counseling	Loss of time	None	Total disciplined
Criminal violation	0	0	0	0	1	0	0	0	0	1
Differential treatment	0	0	0	0	0	0	0	0	0	0
Excessive force	0	0	0	1	0	0	0	0	0	1
Improper arrest	0	0	0	0	0	0	0	0	0	0
Improper entry	0	0	0	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0	0	0	0	0	0	0
Demeanor	6	8	0	5	1	0	8	0	0	28
Other rule violation	145	75	3	102	4	0	78	15	30	452
ALL ALLEGATIONS TOTAL	151	83	3	108	6	0	86	15	30	482
<i>Rule violations</i>										
Drug test failure	0	0	0	1	1	0	0	0	1	3
DUI/DWI on duty	0	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0	0
False documentation or failure to document	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	2	1	1	1	0	0	0	0	0	5
Improper supervision or failure to supervise	0	6	0	1	0	0	3	0	0	10
Insubordination or disobeying an order	9	1	1	20	0	0	0	0	1	32
Neglect of duty	10	9	1	13	0	0	7	0	4	44
DUI or DWI off duty	0	0	0	1	0	0	1	0	0	2
Preventable MV accident	14	8	0	17	0	0	4	6	2	51
Vehicular pursuit policy violation	10	13	0	6	0	0	8	0	0	37
Use of force policy violation	0	0	0	0	0	0	3	0	0	3
BWC/MVR violation	42	6	0	2	1	0	5	3	14	73
Attendance issues	13	12	0	5	0	0	6	3	0	39
Loss of or failure to safeguard agency property	7	1	0	4	0	0	1	1	3	17
Other departmental rule violation	38	16	0	26	1	0	40	2	4	127
ALL RULE VIOLATIONS SUBTOTAL	145	73	3	97	3	0	78	15	29	443
<i>Criminal violations</i>										
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	1	0	0	0	0	1
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0	0
Other criminal violation	0	0	0	0	0	0	0	0	0	0
ALL CRIMINAL VIOLATIONS SUBTOTAL	0	0	0	0	1	0	0	0	0	1

Agency Name: Essex
Year: 2023