



## POLICE DEPARTMENT

# ANNUAL REPORT ON COMPLAINTS AND INVESTIGATIONS

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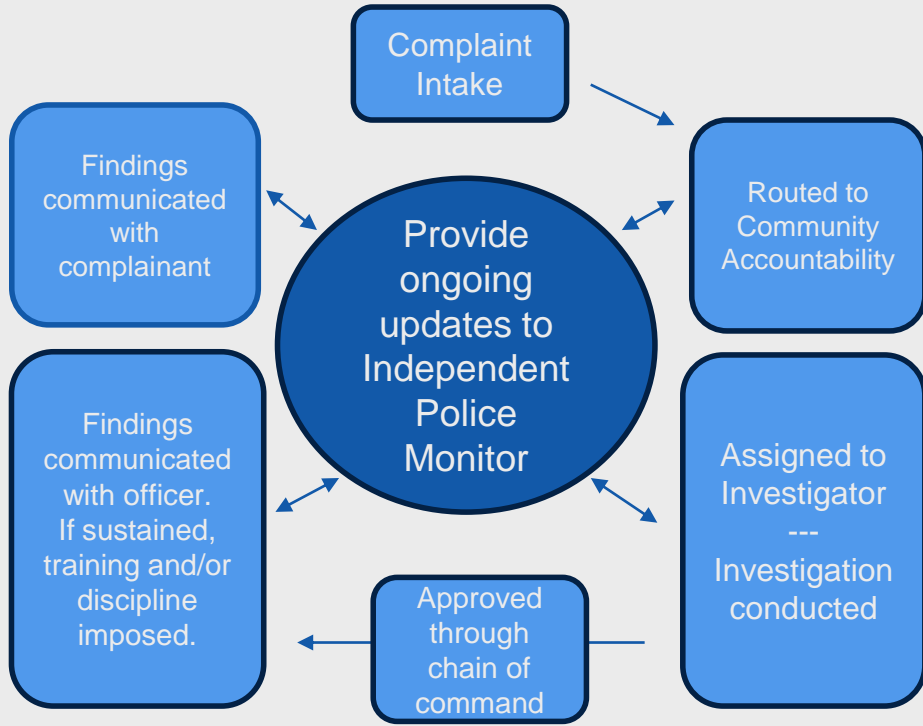
Fire and Police Commission

February 22, 2024

# Presentation Details

- Review of the complaint and investigation process
- Review of complaint dispositions & adjudications
- 2023 complaint and investigations information
  - Complaint types and origination data
  - Dispositions
  - Adjudications
  - Policy sections
  - SB2
- 2023 SBPD Training requirements and data
- Questions





## Citizen and Administrative Complaint Process



## Complaint Types

Administrative



A complaint or investigation that is internally generated by another employee or a supervisor.

Any department member becoming aware of possible misconduct shall notify a supervisor to review for investigation.

*2023 Administrative Complaints - 6*

# Complaint Types

## Citizen



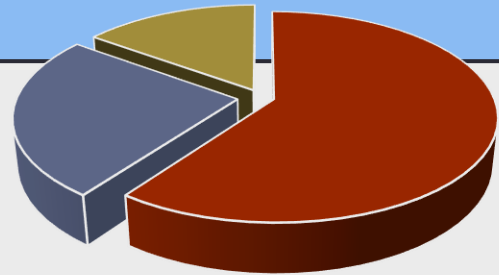
A complaint that results from a member of the public bringing forth a concern about a member of the SBPD

Complaints by the public can be made in any form, including in writing, by email, in person, by telephone or online. Anonymous and third-party complaints are accepted

## 2023 Citizen Complaints - 20

### 2023 Complaint Originations

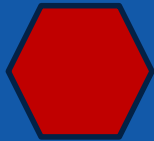
- Online – 12
- Lobby (In Person) – 5
- City Administrator’s Office - 3





In 2023, Officers responded, in person, to 47,232 calls for service

In 2023, Officers made 3,989 arrests



In 2023, Officers conducted 4,078 traffic stops

In 2023, Officers had 15,858 self-initiated contacts

20 Citizen Complaints

Out of 47,232 calls for service in 2023, 99.96% did not result in a citizen complaint

99.96% contacts did not result in a citizen complaint

Based on 47,232 calls for service and 20 citizen complaints

# Complaint Investigation Dispositions

## UNFOUNDED

*Investigation clearly established that allegation is not true*

## EXONERATED

*Investigation clearly established that employee's actions that formed basis of allegations in complaint were not in violation of law or agency policy*

## NOT SUSTAINED

*Investigation failed to disclose sufficient evidence to clearly prove or disprove complaint's allegation*

## SUSTAINED

*Investigation disclosed sufficient evidence to prove truth of allegation in complaint by preponderance of evidence*

# 2023 Professional Standards Investigations

## 26 COMPLAINTS

- Unfounded = 8
- Exonerated = 9
- Not Sustained = 1
- Sustained = 8





## Understanding the different adjudications for sustained violations

**Corrective Counseling** – Written documentation of a counseling with a subordinate as a result of a violation of policy or procedure. Can include remediation training requirements and may be included in annual evaluation.

**Written Reprimand** – Written action taken as a result of a policy violation. Will include remediation training and will be included in annual evaluation.

**Suspension** – Days off without pay for a specific period of time. Suspension will include remediation training and will be included in annual evaluation.

**Demotion** – Reclassification from one position to another, generally of lesser responsibility.

**Termination** – Dismissal or separation of an officer or an employee from their employment within the department.

## 2023 Sustained Disposition Results

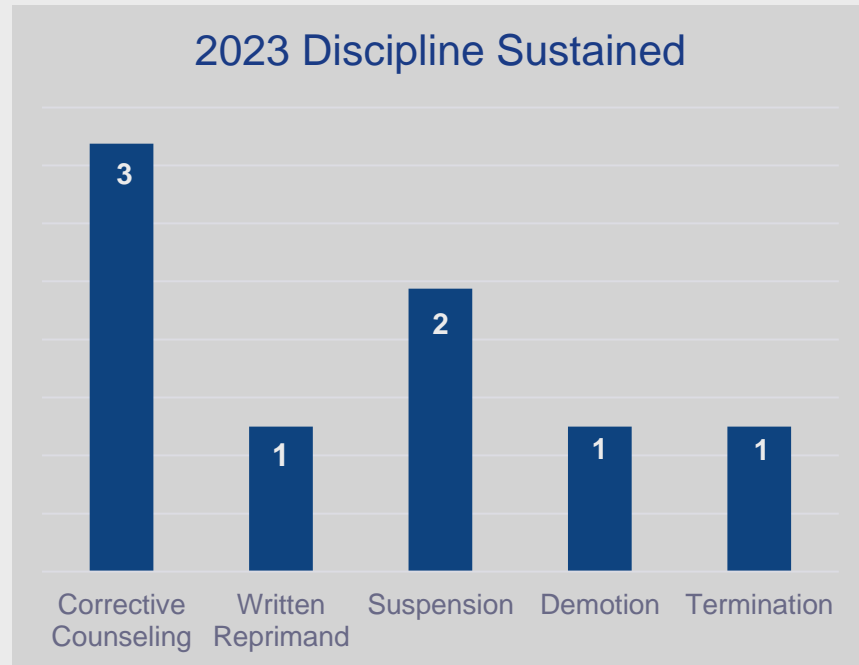
In addition to the discipline imposed, officers often have additional training required as a result of a sustained violation. Such as:

- Attending additional advanced training courses
- Conducting briefing trainings to other officers
- Completing training bulletins
- Decision making training
- Advanced vehicle operation training
- Training with local service providers such as Domestic Violence Solutions, Child Protective Services and/or STETSA (Stand Together to End Sexual Assault)

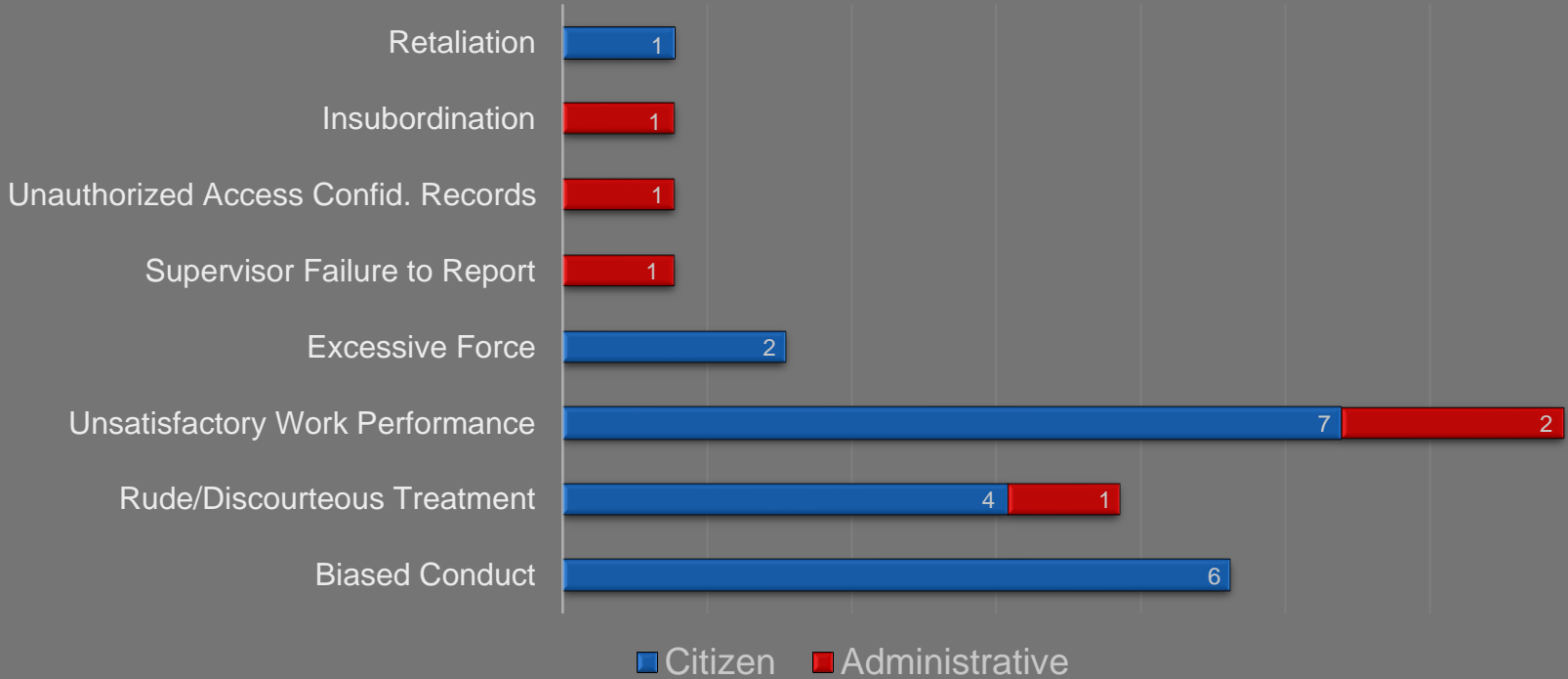
# 2023 Sustained Dispositions Results

## Sustained Disposition Results

- Corrective Counseling
- Written Reprimand
- Suspension
- Demotion
- Termination



# 2023 Complaint Investigations - by Policy



# Senate Bill 2 – POST Requirements

## What is SB2?

- The new law that established a requirement that peace officers be certified by POST.
- Allows a mechanism to revoke or suspend that certification due to serious misconduct.
- SB2 went into affect January 1, 2022.
- 10 of 26 complaints reported to POST under SB2

Abuse of  
Power

Physical  
Abuse

Biased  
Conduct

Sexual  
Assault

Particip.  
in L. E  
Gang

Acts That  
Violate  
Law

Failure to  
coop. with  
investigation

Failure to  
intercede

Dishonesty

## 2023 SBPD Training

- Effective continual training provides officers with the tools to better understand and respond to the needs of the community.
- There are a minimum number of hours required by POST to maintain peace officer certification, however the SBPD provides for significant additional training to ensure our officers are best equipped with the most up to date knowledge to best serve the community.
- We have numerous instructor cadres with officers who attend advanced training to become subject matter experts and bring advanced training to the department and to the academy.

## 2023 SBPD Training



Recruits attend a 24-week POST accredited academy to become a sworn officer.

New officers have one-on-one training through the Field Training Officer program for 16+ weeks.

All sworn meet and significantly exceed the 24 hour (2-year) required POST CPT training annually.

Training is prioritized and continually evaluated to ensure it is both professionally and culturally relevant.

## 2023 SBPD POST Required Training

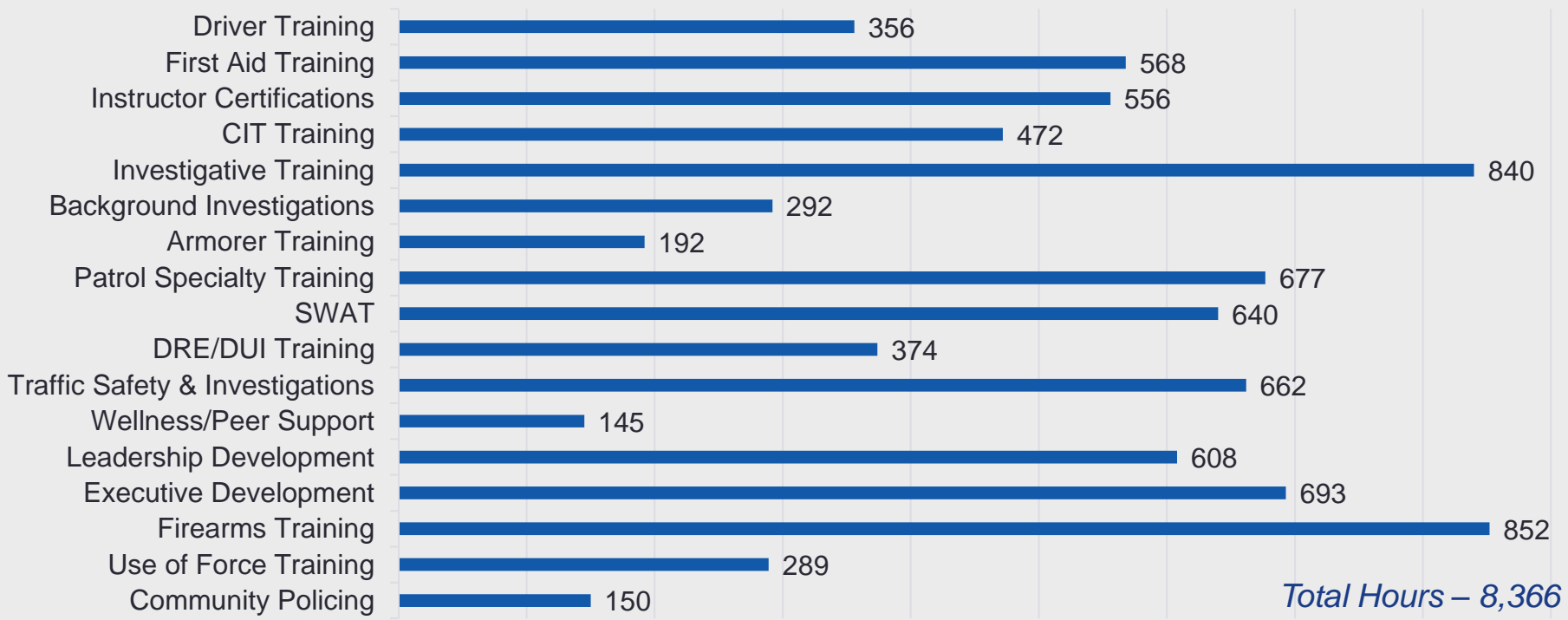
POST required training hours for a 2-year cycle.

- *Tactical Firearms – 4 Hours*
- *Driving Training – 4 Hours*
- *Arrest/Control – 4 Hours*
- *Strategic Communications – 2 Hours*
- *Use of Force – 4 Hours*
- *First Aid – 8 Hours*

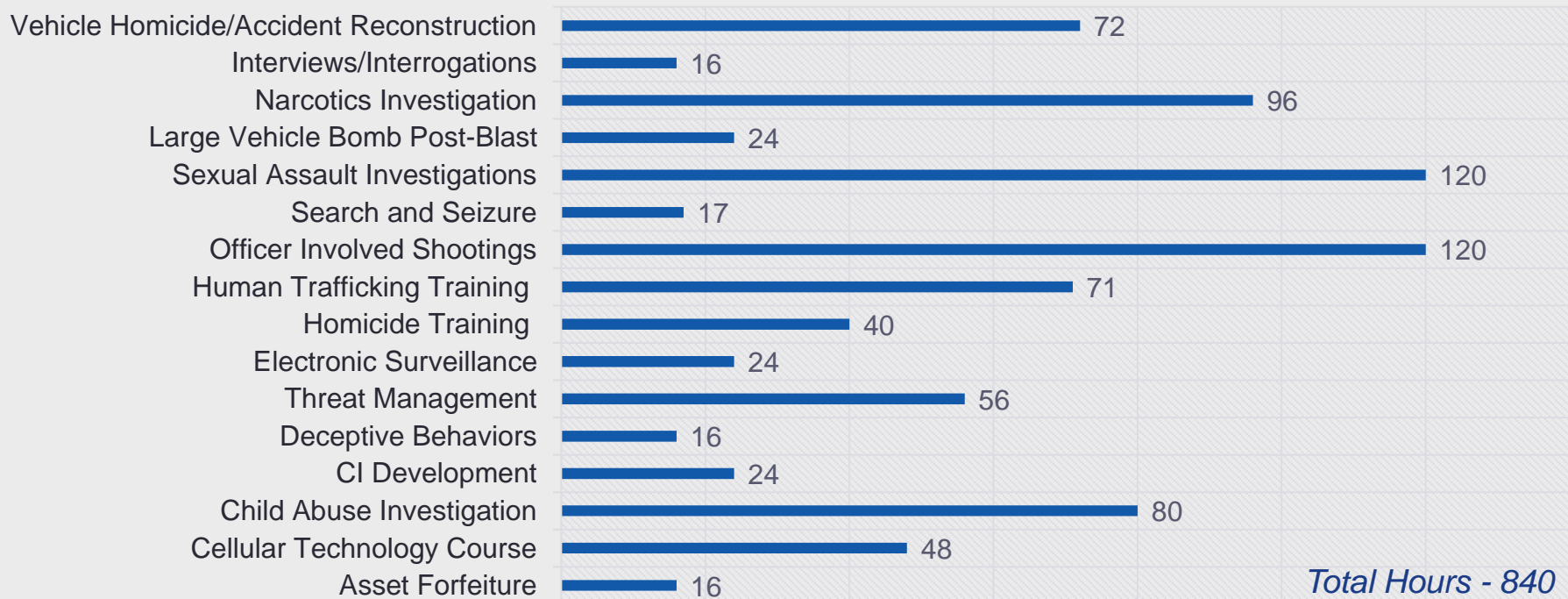




# 2023 SBPD Training Topics and Hours



## 2023 Investigative Training



## SBPD Crisis Negotiation Response Team

*The mission of the Santa Barbara Police Department Crisis Negotiation Response Team is to defuse potentially life-threatening situations through the use of proven verbal crisis management techniques.*

*The ultimate goal is peaceful resolution of critical incidents.*

*Minimizing risk to all involved including victims, suspects and officers.*

*CNRT team members respond to all SWAT calls and regularly respond to in progress calls that have an increased need for expertise in negotiation, de-escalation and communication.*

*The SBPD CNRT team consists of 10 officers, 2 sergeants and is overseen by 2 commanders.*



## SBPD Crisis Negotiation Response Team

*CNRT Team members participated in 767 training hours in 2023.*

- ❑ *160 Hours of external training at the FBI Hostage Negotiator School*
- ❑ *617 Hours of monthly (8 per year) team trainings which includes topics such as:*
  - *Tactical Communications*
  - *Scenario Training*
  - *De-escalation Techniques*
  - *Behavioral/Emotional Factors*
  - *Language Barrier Communications*
  - *Suicidal Subjects*
  - *Joint training with the SBPD SWAT Team*
  - *Socio-Culture/Ethnic Awareness*
  - *Juvenile Issues*

## SBPD Special Weapons and Tactics (SWAT)

*The mission of the Santa Barbara Police Department Special Weapons and Tactics (SWAT) Team is the protection and preservation of life in incidents of a critical or high-risk nature.*

A Special Weapons and Tactics (SWAT) team is a designated group of law enforcement officers who are selected, trained, and equipped to work as a coordinated team in an attempt to resolve incidents that may exceed the capabilities of first responders or investigative units

The SBPD SWAT team is modeled on best practice standards set forth by California POST and the National Tactical Officers Associations (NTOA)

The SBPD SWAT team consists of 18 officers, 2 sergeants and is overseen by 2 commanders.



## SBPD Special Weapons and Tactics (SWAT)

SWAT Team members participated in 3,840 hours of training in 2023.

□ 640 Hours of external training including

- *Basic SWAT school*
- *Bearcat Driving Skills Training*
- *SWAT Team Leader Training*
- *Marksmanship Observer Training*
- *Chemical Agent Instructor Training*

SWAT team members participated in 2,240 hours of advanced tactical training and 960 hours of firearms training including:

- ✓ Active Shooter Training
- ✓ School Safety Training
- ✓ Open Field Movements
- ✓ Chemical Agent Operations
- ✓ Vehicle Operations
- ✓ Surround and Call-Outs
- ✓ Immediate Action Drills
- ✓ De-Escalation with CNRT
- ✓ Harbor Operations
- ✓ Large Event Safety Training
- ✓ Hostage Rescue Training