

The background image is a photograph of the Tulsa Police Officers' Memorial. It features a large, light-colored stone archway with the words "TULSA POLICE OFFICERS' MEMORIAL" inscribed in a semi-circle at the top. Below the arch, a bronze statue depicts a police officer in uniform and a young girl standing together, holding a large, five-pointed star. The star is the official seal of the Tulsa Police Department, featuring a central star with a star inside it, surrounded by the words "TULSA POLICE DEPARTMENT" and "JUSTICE FOR ALL". The statue is set on a raised platform. In the foreground, a large, dark, five-pointed star is embedded in the ground. The text "Tulsa Police Department" is overlaid in a large, yellow, serif font across the middle of the image.

Tulsa Police Department

Internal Affairs

2017

Annual Report



TULSA POLICE DEPARTMENT OFFICE OF THE CHIEF OF POLICE

The Tulsa Police Department is committed to working in partnership with the community to provide quality, professional police service. The conduct of Tulsa Police officers is guided by the Department's mission statement, values, policies and procedures, and rules and regulations. Tulsa Police officers pledge to respect the dignity and rights of every individual and the Department strives to create an environment of uncompromised integrity.

The Tulsa Police Department Internal Affairs Unit is charged with upholding the public trust by performing thorough, unbiased investigations of alleged employee misconduct while seeking the truth, safeguarding the rights of employees and citizens, and ensuring that all persons involved are treated with respect. Internal Affairs processes and investigates citizen complaints, conducts administrative investigations, and investigates the use of deadly force by officers. It is our desire that this annual report will provide insight into the internal affairs process and how the Department handles citizen complaints. Additionally, some historic data from previous years is included for comparison purposes.

Sincerely,

Chief of Police



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Tulsa Police Department Oath of Office

"Having been duly appointed a police officer of the City of Tulsa and peace officer of the State of Oklahoma, I do solemnly swear that I will defend, enforce, and obey the Constitution and laws of the United States, the State of Oklahoma, and the Charter and Ordinances of the City of Tulsa."

Tulsa Police Department Mission Statement

The Tulsa Police Department will apply all knowledge, skills, and available resources by working in partnership with our community to provide quality service, protect life and property, prevent crime, and resolve problems so people can live without fear in a safe environment.

Tulsa Police Department Internal Affairs Unit Mission Statement

The Tulsa Police Department's Internal Affairs Unit will uphold the public trust by performing unbiased, thorough investigations of alleged employee misconduct while seeking the truth, safeguarding the rights of employees and citizens, and ensuring that all persons involved are treated with respect.

2017 City of Tulsa Demographics



1924 Police Car

Tulsa Police Department¹

Employees: **921**
Sworn: **760**
Non-sworn: **161**

Male: **77.0%**
Female: **23.0%**

African American: **9.2%**
Asian: **1.4%**
Caucasian: **75.4%**
Hispanic/Latino: **3.8%**
Native American: **9.4%**
2 or more races: **0.8%**

City of Tulsa²

Citizenship: **392,012**
Jurisdiction: **182.65 miles**

Male: **48.6%**
Female: **51.4%**

African American: **15.0%**
Asian: **3.0%**
Caucasian: **55.6%**
Hispanic/Latino: **15.4%**
Native American: **4.3%**
2 or more races: **7.9%**

¹ Tulsa Police employment information provided by the TPD Personnel/Payroll Department

² City of Tulsa demographics based on U.S. 2010 Census Bureau data and annually updated estimates

Internal Affairs

In order to uphold the public trust in the Tulsa Police Department and ensure continued confidence in our organization, the Internal Affairs Unit performs many key functions:

- IA investigates allegations of misconduct and/or violations of policies and procedures of involved police personnel, as directed by the Chief of Police.
- IA Investigators respond to, and administratively investigates officer-involved shooting incidents.
- IA assists City Legal with police-related Tort claims.
- IA assists in processing subpoenas for court overtime.
- IA performs audits and inspections and needed proofs required to maintain the Tulsa Police Department's national accreditation status with the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- It is also the unit's responsibility to help safeguard employee rights during investigations.

IA's primary function of handling citizen complaints is accomplished by performing thorough, unbiased investigations, which are forwarded upon completion to the employee's chain of command for review and recommendations.

Although Internal Affairs personnel remain available for clarification during the review process, as well as during related grievance processes, it is up to the employee's chain of command, and ultimately the Chief of Police, to determine final adjudication of the alleged misconduct.

TPD Fact: Traffic incidents often account for a number of external complaints. Of the 53 citizen-initiated complaints filed in 2017, 18 involved traffic-related responses, which accounts for approximately 34% of the total citizen-initiated complaints filed for the year.

The Tulsa Police Department believes that the best way to provide high-caliber police service to the citizens of Tulsa is by requiring a high standard of its employees. In addition to the bachelor's degree college education requirement, a 6-month intensive training curriculum and 16-week police apprenticeship is required by all sworn personnel. IA investigators further their skills by completing additional investigative training. Currently, IA Investigators attend a Disciplinary and Internal Investigative Training Course taught by Americans for Effective Law Enforcement or by the Southern Police Institute.

Internal Affairs also tracks and reports a variety of other incidents such as Uses of Force, Property Damage, Collisions (officer-involved), Pursuits, Records Requests, and secondary employment.

The Internal Affairs staff consists of 5 sergeants, 1 civilian administrator, and the IA Commander, who in turn reports directly to the Chief of Police. For more information, visit our web page at <http://www.tulsapolice.org/content/internalaffairs.aspx>.



2017 Veteran's Day Parade

The Complaint Process

Complaints may be initiated externally by citizens or other agencies, but may also be initiated internally by any police employee. Depending on personal preference, complaints can be initiated in any following manner:

- By visiting or contacting any patrol division during operating hours
- By completing the online form at www.tulsapolice.org/internalaffairs
- By emailing documentation to TPDInternalAffairs@cityoftulsa.org
- By faxing a request to Internal Affairs at 918-596-9217
- By contacting the TPD IA Hotline at 918-596-1355
- During contact with any Tulsa Police employee, by requesting to speak with a supervisor
- By contacting the city's Ethics Hotline at 877-888-0002, or online at www.tnwincc.com/webreport
- By contacting the Mayor's Action Center at 918-596-2100
- By contacting the Dispatch Non-Emergency line at 918-596-9222
- By sending correspondence directly to:

Tulsa Police Department
C/O Internal Affairs
600 Civic Center Ste. 305
Tulsa, Ok 74103

Once received, complaints are reviewed to determine appropriate assignment.³ Depending on the nature of the allegation, a complaint may be assigned to an employee's supervisor or an Internal Affairs investigator. At the conclusion of the investigation, the findings are reviewed by the employee's chain of command to determine a recommendation. Finally, the Chief of Police reviews all allegations, findings, and recommendations, and makes a final determination on the disposition and, if applicable, resulting discipline. Unless filed anonymously, the citizen is then notified by the Chief's Office of the outcome of the investigation.

³ Requests for investigations that occur more than 1 year after the incident occurrence are reviewed on a case-by-case basis.

Internal Investigations are classified with one of the following dispositions:

Unfounded - The allegation has no merit; evidence exists to either disprove or discredit the allegation.

Exonerated - The incident did occur, and the officer acted within established policies, procedures, and/or operating guidelines.

Not Sustained - Insufficient evidence exists to either prove or disprove the allegation.

Sustained - The incident did occur, and the officer was found to be in violation.

Withdrawn - The officer's actions were explainable and the citizen chose of his/her own accord to withdrawal the complaint.⁴

Closed – No allegations against known personnel exists and/or no reasonable means of identifying the subject(s) of the allegation exists.

Citizens often make allegations based on their own perceptions of police procedures or of state/federal laws and city ordinance violations. Since it is in everyone's best interest to educate all involved parties, the Citizen's Complaint Review Process (CCRP) was created. This process entails a formal meeting with the complainant, the involved officer, and the officer's supervisor to discuss the incident in question. Since these types of complaints do not rise to the level of a policy violation or a conduct issue, they result in a disposition of "Resolved."

⁴ A request to withdrawal a complaint does not prevent the completion of an investigation, nor does it prevent discipline from occurring if administrative issues are uncovered. In addition, TPD policy requires investigators to re-open cases if an employee receives 3 or more citizen withdrawal requests within a 3-year period.

Complaint Investigations

All complaints receive a preliminary investigation to determine facts, allegations, establish involved parties, and identify potential policy violations not listed in the initial complaint.

Table 1 compares the number of preliminary-only complaints⁵ for 2013 through 2017, while Table 2 displays the total number of investigated complaints as well as the number of sustained dispositions (in red).

Preliminary Investigations					
	2013	2014	2015	2016	2017
Citizen-Initiated	128	261	207	361	381
Administrative	9	22	22	33	38
Totals	137	283	229	394	419

Table 1

Citizen and Administrative Complaint Totals											
		2013		2014		2015		2016		2017	
Citizen-Initiated	Sustained	81	14	62	5	91	11	73	5	53	6
Administrative		60	6	23	21	36	19	51	25	55	34
Totals		141	20	84	26	127	30	124	30	108	40

Table 2

Table 3 (page 8) provides a comparison rate of citizen complaints to calls for police service and citizen arrests. The number of citizen and administrative complaints continues to increase; the number of citizen complaints requiring only preliminary investigations, however, has also increased. The number of admin investigations resulting in sustained reprimands continues to increase as well, however, the percentage of admin investigations resulting in sustained reprimands appears to be declining.

⁵ Investigators may be unable to perform more than just a preliminary investigation if the case lacks sufficient information, evidence, and/or contact information, or does not constitute a policy violation (or does not involve Tulsa Police employees). Preliminary Investigations may also include documentation of citizen concerns that are resolved by field supervisors prior to formal filing of complaints.

Charts 1 and 2 provide a breakdown of citizen and administrative dispositions while Chart 3 (page 9) displays the number of internal investigations by division.

Citizen Complaints by Calls for Service, Arrests ⁶								
	2014		2015		2016		2017	
Citizen Complaints	62	Rate	91	Rate	73	Rate	53	Rate
Calls for Service	325,597	1.9 per 10,000	293,749	3.1 per 10,000	290,448	2.5 per 10,000	279,256	1.9 per 10,000
Total Arrests	17,801	3.5 per 1,000	16,679	5.5 per 1,000	15,708	4.7 per 1,000	14,304	3.7 per 1,000

Table 3

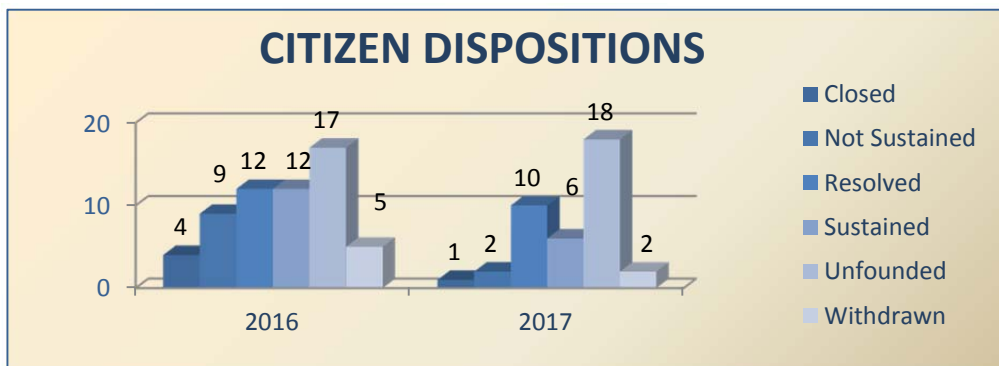


Chart 1



Chart 2

⁶ Arrest and Service calls data supplied by C.A.P.E.R.S. TPD Crime Analysis Unit. Note: arrest and calls for service data may have been updated for previous years in an ongoing attempt to improve efficiency and accuracy.

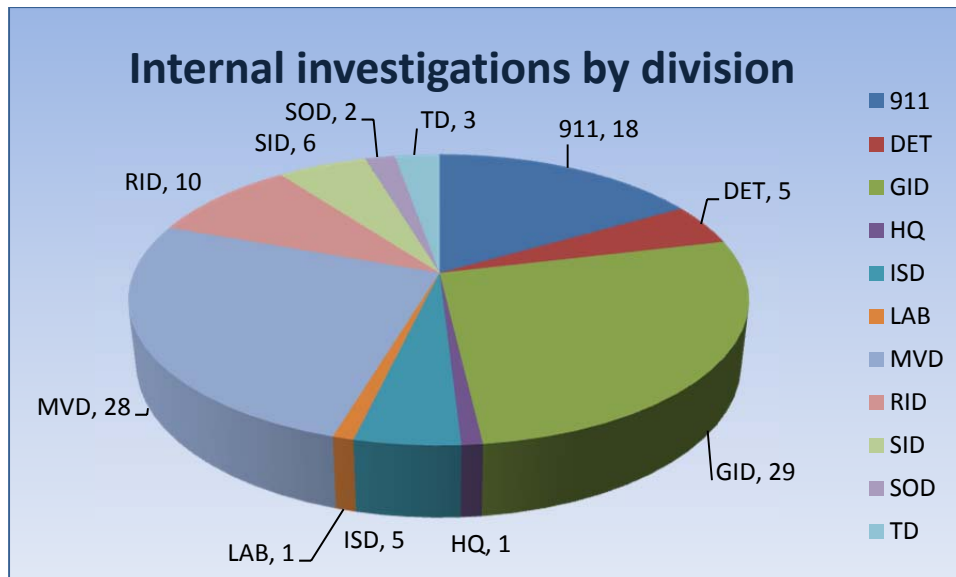


Chart 3

Disciplinary Actions

Administrative investigations can be initiated by other departments such as Human Resources, the District Attorney's Office, or neighboring law enforcement agencies. In 2017, nearly 62% of all Administrative investigations were either self-reported or were initiated by TPD employees.

The Tulsa Police Department holds its employees accountable to an extensive list of Rules and Regulations, Policies and Procedures, and Departmental Orders, as well as the City of Tulsa Policies and Procedures. In order to administer reprimands fairly, the Department practices a philosophy of progressive discipline, meaning that reprimands can increase in severity with repeat infractions.

Table 4 provides a 5-year comparison of disciplinary actions resulting from internal investigations. In 2017, the majority of all disciplinary actions consisted of Letters of Reprimand⁷ followed by Counselings and Suspensions.

⁷ Totals include yearly dispositions from both Administrative investigations and citizen-initiated complaints, and are based on total number of reprimands (as opposed to total number of complaints).

DET = Detective, GID = Gilcrease Division, MVD = Mingo Valley Division, RID = Riverside Division, SID = Special Investigations Division, SOD = Special Operations Division

DISCIPLINARY ACTIONS					
	2013	2014	2015	2016	2017
Counseling	6	8	10	13	9
Written Reprimand	9	9	7	13	12
Loss of Vehicle	1	-	1	-	-
Suspension	8	6	4	9	9
Demotion	-	1	1	-	6
Termination	-	1	3	3	1
Resignation	2	3	2	6	3
TOTALS	26	28	28	44	48

Table 4

Employee Tracking and Assistance Program

Each quarter the Internal Affairs Unit reviews various department-wide criteria to help identify trends and recognize potential opportunities for improved training⁸. This information is then forwarded to the officer's chain of command, who reviews the criteria in more detail to determine if a training opportunity exists. If such an opportunity is identified, the chain then creates a curriculum to implement the training.

In 2017, 3 employees were identified as meeting ETAP eligibility requirements. Although statistically eligible, conferees determined that the need for additional training did not exist. The majority of all ETAP-eligible events involved canine use of force incidents, all of which were found to be within policy.

TPD Fact: In order to utilize tasers, officers must complete a specialized training on its use. Part of this training requires subjecting the officer to the effects of tasers, so that officers will be better prepared to deal with its effects. All sworn officers are equipped with pepper spray which also requires exposure during training.

⁸ Evaluated criteria involve uses of force, deadly force, citizen complaints, officer-involved collisions, and Assault and Battery on police incidents. Although identifiers may change with the department, an "early warning system" is now commonplace for most major metropolitan police departments.

Criminal versus Administrative

Allegations against police personnel can involve issues of misconduct, policy violations, or violations of laws and ordinances. If the allegation involves evidence of the latter, a criminal investigation is conducted first. Criminal and administrative cases are kept separate in order to ensure that an officer's Garrity Rights do not impede upon their Civil Rights as a citizen of the United States.⁹

Alleged Civil Rights violations are an example of a criminal allegation. Although Oklahoma State law does not require both criminal and administrative reviews for allegations of Civil Rights violations, administrative issues can arise from criminal proceedings, and the Tulsa Police Department reserves the right to work an additional administrative investigation at the conclusion of a criminal investigation.¹⁰

In 2017, 21 cases involved adherence to laws allegations. Of these, 18 lacked the prosecutorial merit and/or evidence required to file charges with the District Attorney's Office, who declined to file on 2 of the remaining 3 cases, but filed and accepted 1 case involving Assault that resulted in a plea of No Contest.

Administrative investigations of the 21 cases revealed 13 preliminary-only investigations as well as 2 policy violations, resulting in 1 Suspension and 1 Letter of Reprimand. Tables 5 and 6 provide a breakdown of the criminal adjudication versus administrative disposition.

Adjudication of Criminal Cases						
Criminal Allegation Cases	Cases Forwarded to DA	Outcome of Court Case				
		Declined	Dismissed	Guilty	Not Guilty	No Contest
21	3	2	-	-	-	1

Table 5

⁹ Garrity versus New Jersey

¹⁰ Oklahoma State Statute 22 O.S. § 34.4

Disposition of Administrative Investigations ¹¹							
Admin. Invest.	Outcome of Admin Case						
	Preliminary only Investigation	Resolved	Not Sustained	Closed	Sustained	Exonerated	Unfounded
21	13	1	2	1	2	1	1

Table 6

Deadly Force Investigations

All firearm discharges that occur in the line of duty are categorized as either "Weapons Discharges" or "Deadly Force" incidents.¹² A "Weapons Discharge" refers to either animal shootings (whether in defense of citizen/officer safety or animal euthanasia) or to accidental discharges and weapons malfunctions. A "Deadly Force" incident refers to the intentional use of deadly force against another person.

Weapons Discharges

Citizens often ask why animals are not restrained using tranquilizers or other chemical means, such as OC Spray, rather than using firearms. The City of Tulsa operates an Animal Control Department, which utilizes not only tranquilizers but also various forms of safety equipment, and when the animal poses no immediate threat this is the preferred option. Unfortunately, tranquilizers do not have an immediate effect, and OC spray is not a reliable deterrent for aggressive animals. When safety is a factor, officers must act quickly and appropriately using readily available resources.

Weapons Discharge cases are reviewed by the officer's chain of command, up to and including the Chief of Police. In 2017, 12 Weapons Discharge incidents resulted in 2 animal terminations due to safety, 7 due to euthanasia, and 2 non-injury incidents, and 1 injury only. 1 accidental weapons discharge occurred, not due to malfunction, and was found to be Within Policy.

¹¹ Resignations do not prevent a finding on criminal court cases.

¹² Although firearm usage does constitute a use of force, firearm usage is tracked separately from all other non-deadly use of force incidents. Furthermore, Deadly Force does not require the use of a firearm.

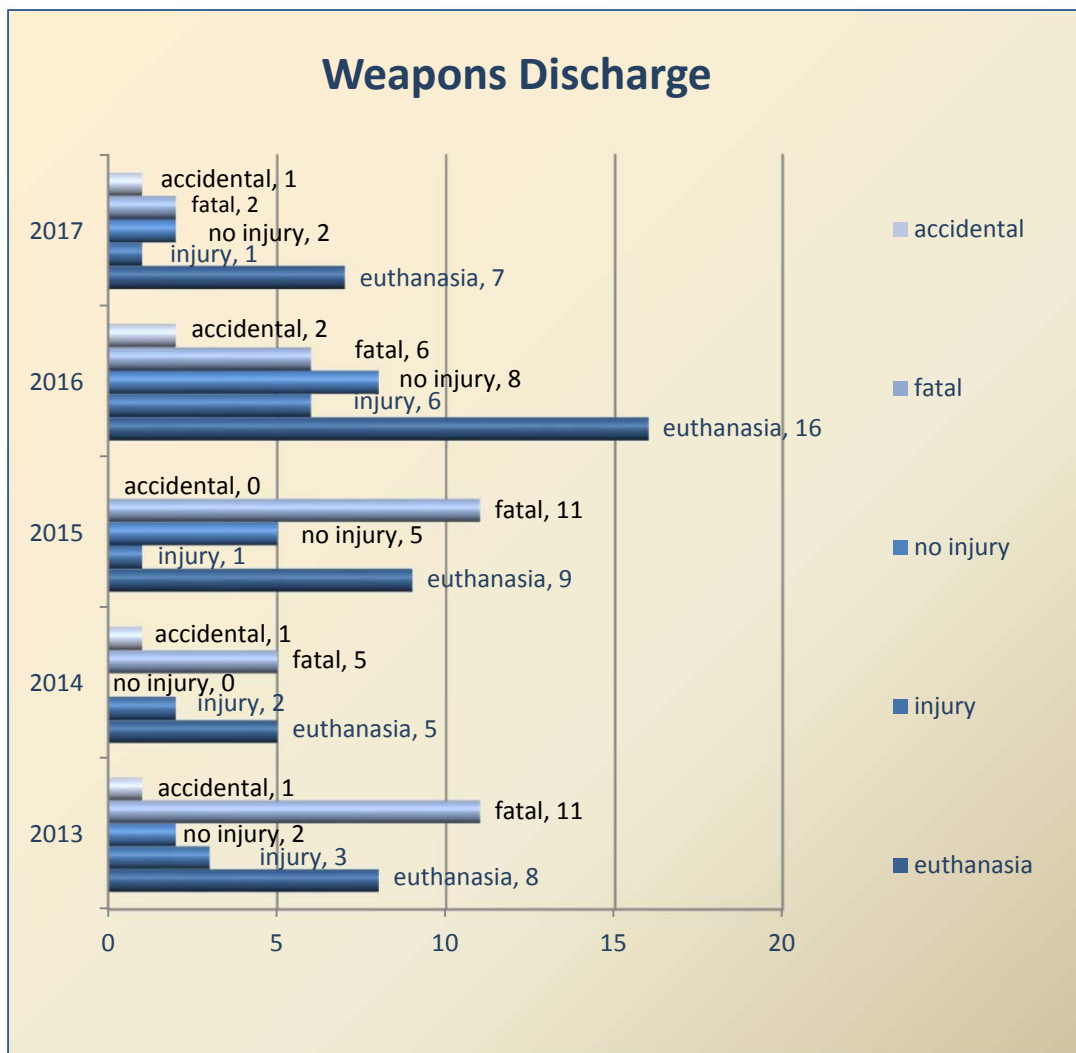


Chart 4

Deadly Force

When an officer uses deadly force, the incident is investigated by the Detective Division's Homicide Unit and then forwarded to the District Attorney's Office to determine whether criminal charges will be filed. At the conclusion of the District Attorney's review, Internal Affairs conducts its own Administrative Investigation which is then forwarded to a Deadly Force Review Board to determine adherence to policy, and to identify any tactical training issues that may need to be addressed.

Table 7 shows the corresponding District Attorney and Administrative rulings of the 13 officer-involved deadly force incidents in 2016. The

District Attorney's Office chose to file charges on 1 of these cases, however, a District Court jury returned a verdict of, "Not Guilty."

Currently, 2 incidents are pending review by the District Attorney's Office; of the 11 incidents that have been reviewed, 5 have been investigated by the Department and found to be within policy, while 6 are currently under investigation.

Deadly Force Adjudication							
		District Attorney's Ruling			Administrative Review		
	Total #	Justified	Not Justified	Pending	Within Policy	Out of Policy	Active
2017	9	9	-	-	8	1	-
2016	13	12	-	1	11	-	2
2015	2	2	-	-	2	-	-
2014	11	11	-	-	11	-	-
2013	8	8	-	-	8	-	-

Table 7

Chart 5 provides a yearly comparison of the total number of Deadly Force shootings and injury types.

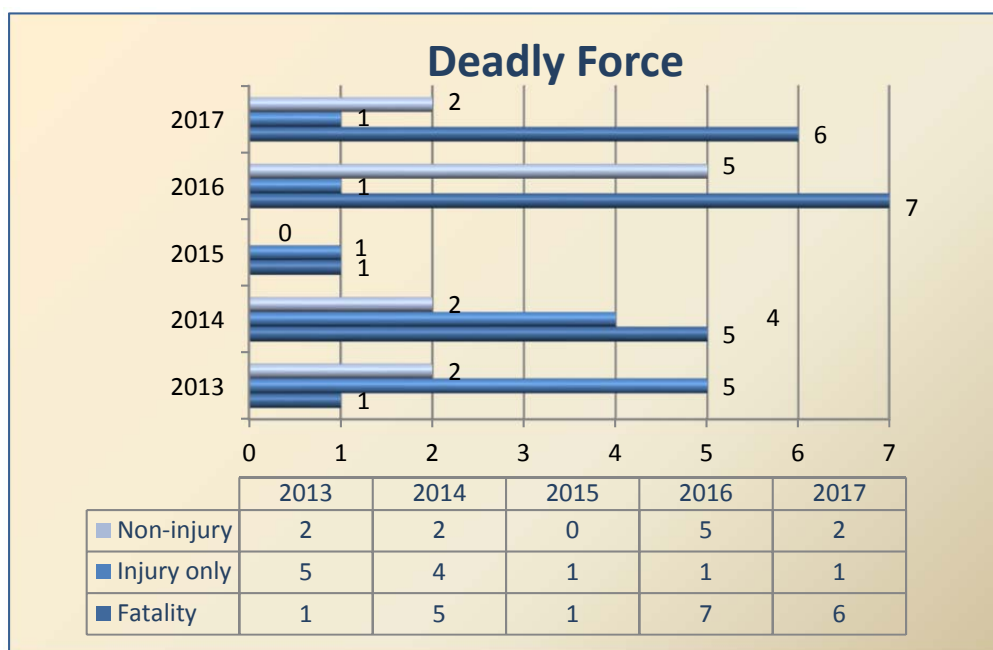


Chart 5

Use of Force

Officers encourage voluntary cooperation using low-level force techniques such as verbal commands and command presence. However, circumstances and subject responses can compel officers to use force.

In order to meet State and Federal guidelines for utilizing force, the Tulsa Police Department creates additional, internal directives to detail the circumstances under which an officer may use force on another person. Graph 1 shows the Use of Force continuum which serves as a guideline for administering force. Reasonable force occurs when officers perceive that force is necessary to discharge their duties, or to defend themselves or someone else from imminent danger.¹³

When officers are required to use intermediate or great force, or if the subject suffers injuries during a struggle, the officer completes a Use of Force report detailing the incident. The officer's chain of command then reviews the report to determine adherence to policy and to recognize potential training issues or areas of improvement in the officer's response, after which a final review is performed by the Chief of Police. A finding of Out of Policy does not necessitate a reprimand, but can prompt an administrative investigation, the results of which could lead to additional training and/or disciplinary action.

GREAT FORCE		
Deadly Force Applications, KO1 Kinetic Baton, and the 12-Gauge Flexible Baton	Likely to produce great bodily injury or death, likely to cause bodily injury	Calculated to Incapacitate (STOP)
INTERMEDIATE FORCE		
Police Canine Bite, Impact Weapons, Physical Control Holds, Electronic Control Devices, Pepperball Launchers, OC Spray, Vehicle Containment, Chemical Munitions, Flash Sound Diversionary Devices	No expectation of great bodily injury or death, some possibility of injury, involves some pain compliance techniques	Calculated to Control and/or Overcome
LOW FORCE		
Firm Grip or Gesture, Verbal Commands, Uniform Presence	Little expectation of injury, low visual impact	Calculated to Gain Compliant Behavior

Graph 1

¹³ Graham versus Connor



Canine Officer "Buster"

Table 8 shows the total uses of force by type and division, while Table 9 displays the use of force incidents by officer and subject race.

Use of Force by Division, Force Type										
	ECD	K9	Impact Strike	Impact Weapon	Less Lethal	OC	Other	Physical Control	Take-down	Total
DET	5	-	3	1	1	-	-	-	1	11
GID	44	2	46	1	17	12	3	25	12	162
MVD	24	-	29	8	2	5	1	15	8	92
RID	27	-	31	1	6	4	1	20	5	95
SID	9	-	7	-	14	4	1	17	6	58
SOD	3	81	15	-	3	1	3	-	1	107
Total	112	83	131	11	43	26	9	77	33	525

Table 8

TPD Fact: When an employee is terminated or resigns during the course of an investigation, the Department forwards those investigations to the Council on Law Enforcement Education and Training (CLEET). CLEET, an agency of the State of Oklahoma, may choose to revoke the employee's state-mandated police certification based on the contents of the investigation.

Use of Force by Officer, Citizen Race								
Citizen Race		African-American	Caucasian	Hispanic	Native-American	Asian	Other	Total
Officer Race	African-American	7	4	2	-	-	-	13
	Asian	3	5	-	-	-	1	9
	Caucasian	113	142	47	12	1	9	324
	Hispanic	8	10	2	-	-	1	21
	Native-American	12	18	3	1	-	3	37
	Total	143	179	54	13	1	14	404

Table 9

There were 525 applications of force documented in 274 incidents in 2017, 1 of which was found to be outside of policy, prompting an administrative investigation that resulted in a finding of Not Sustained. Table 10 shows the type of service provided by responding officers as well as the number of incidents resulting in injuries or further medical treatment.



Tulsa PD Honor Guard

Use of Force by Citizen Call for Service, Injury				
Service Rendered	Total	Injury	Non-Injury	Medical
Alarm	3	3	0	2
Assault	23	8	15	8
Assist other agency/officer	10	8	2	8
Auto Theft	21	13	8	15
Burglary	36	21	15	22
COWB / Man Down	1	1	0	1
Disturbance (unknown)	6	2	4	3
Disturbance (domestic)	16	7	9	5
Disturbance (intoxicated)	3	1	2	2
DUI / Public Intoxication	2	0	2	0
EOD / Suicidal	8	4	4	7
Fraud / Forgery	3	1	2	1
Kidnapping	1	1	0	0
Larceny	3	1	2	1
Pedestrian Check / Routine patrol	15	7	8	5
Protective Order violation	2	1	1	1
Pursuit	16	11	5	13
Robbery	4	3	1	2
Subject in Custody / Transport	2	1	1	1
Suspicious Vehicle / Subject	7	3	4	4
Traffic Violation (non-DUI)	20	14	6	15
Undercover / Investigative	2	1	1	1
Warrant Service / Wanted subject	39	22	17	16
Weapons Involved	31	16	14	13
Total	274	150	123	146

Table 10

**TULSA POLICE DEPARTMENT
INTERNAL AFFAIRS STAFF
2017**

**Commander
Cathy Reynolds**

**Investigators
DeMario Gay
Jerrod Hart
Mark Mears
Clint Roberts
Aaron Tallman
IA Coordinator
Van Evans**

The data presented is currently accurate to the best of available information, however, as pending cases are completed statistics can be changed and updated. Information contained in this report is indicative only of Internal Affairs case information initiated in 2016; case information updates from previous years is not reflected (even if updates occurred in 2016). If you have any questions regarding this report or the Internal Affairs process, please contact the Internal Affairs Commander at creynolds@cityoftulsa.org or at (918) 596-9309.

Our thanks to Sergeant Richard Meulenberg and TPDphoto.com for the use of the photography in this report. All rights reserved, photos are not available for public or private use, © Richard Meulenberg, Tulsa Police Department, 2018.



"Yield" Sign Reduces Accidents

Warning motorists to give the right of way to cars on the intersecting road, a new "Yield" sign is already reducing accidents in Tulsa, Okla., where it was developed. Designed for use in areas where traffic generally is not heavy enough to warrant full-stop requirements, the sign definitely places responsibility without requiring a complete stop. Motorists approaching the sign must slow down to at least 10 miles an hour and yield the right of way to any car approaching along the intersecting roadway. Any driver becoming involved in a collision at an intersection after passing a yield sign is automatically deemed to have violated the law.