City of Chicago

F2016-11

Office of the City Clerk

Document Tracking Sheet

Meeting Date: 2/10/2016

Sponsor(s): Dept./Agency

Type: Report

Title: Independent Police Review Authority Quarterly Report (2015 Q4)

Committee(s) Assignment:

INDEPENDENT POLICE REVIEW AUTHORITY

CITY OF CHICAGO

TO: Office of the Mayor
Committee on Public Safety
Office of the City Clerk
Legislative Reference Bureau

FROM: Sharon R. Fairley
Chief Administrator

RE: Quarterly Report

DATE: January 15, 2015

Enclosed please find the Independent Police Review Authority's Quarterly Report provided pursuant to Municipal Code Section 2-57-110, which requires the filing of quarterly reports. The information contained in this report is accurate as of January 15, 2016. This quarterly report provides information for the period from October 1, 2015 through December 30, 2015.

If you have any questions or need any additional information, please contact me at 312-746-3551.

INDEPENDENT POLICE REVIEW AUTHORITY

CITY OF CHICAGO

To the Mayor, Members of the City Council Committee on Public Safety, the City Clerk, the Legislative Reference Bureau, and the citizens of Chicago:

Enclosed is the public report on the operations of the Independent Police Review Authority (IPRA) for the fourth quarter of 2015 that is submitted herein pursuant to Municipal Code of Chicago, Section 2-57-110.

I am honored to provide this, my first quarterly report, as Chief Administrator of IPRA, and I look forward to using these quarterly reports as a means by which to provide greater transparency to the work that we do.

This report is being submitted at an intensely critical time for the City of Chicago. Trust in the Chicago Police Department is at an unprecedented low point. Trust in IPRA has eroded to such a degree that members of the City Council and the public are questioning the very existence of the agency. Many Chicagoans are asking, can we really fix this?

I believe we can.

In the recent weeks following my appointment as Chief Administrator, I have tried to learn as much as possible about IPRA – the people, the policies and procedures, and the organization's capabilities. I believe I have a firm grasp of the agency's strengths and weaknesses. And I have a plan in place to leverage the strengths and address the weaknesses. I already have a number of short-term initiatives underway and I am working on the longer-term projects intended to address the deeper, more complex issues facing the agency.

Let me take this opportunity to set out the long-term goals I see for IPRA under my leadership and some of the plans I am putting in place to achieve them:

First, we must rebuild public trust in IPRA and this can only be achieved by providing more transparency to the work that we do. To that end, we will be using all of our communication mechanisms, including these quarterly reports, to more effectively explain our investigatory processes and outcomes.

We must also improve the quality of the work processes and our work product. To address this, we are building out our legal team so that there can be more legal oversight of the investigatory process from start to finish.

We must also develop a culture that demands excellence, integrity and independence.

I strongly believe that organizational culture starts at the top, and that is why I will be reconstituting the leadership of the organization with professionals with a proven track record of performance excellence, integrity and solid judgment.

IPRA must become a catalyst for positive change within the Chicago Police Department. I look forward to sharing more about how we plan to achieve this aspect of IPRA's mission in future reports.

Lastly, IPRA must also proactively engage in a more productive dialogue with members of our community. If you have any thoughts or suggestions on how we can improve on what we do, I certainly hope you will share them with me.

Regards,

Sharon R. Fairley
Chief Administrator

City of Chicago

Independent Police Review Authority

Quarterly Report

October 1, 2015 – December 31, 2015

Information contained herein is filed pursuant to the Municipal Code of Chicago, Chapter 2-57-110

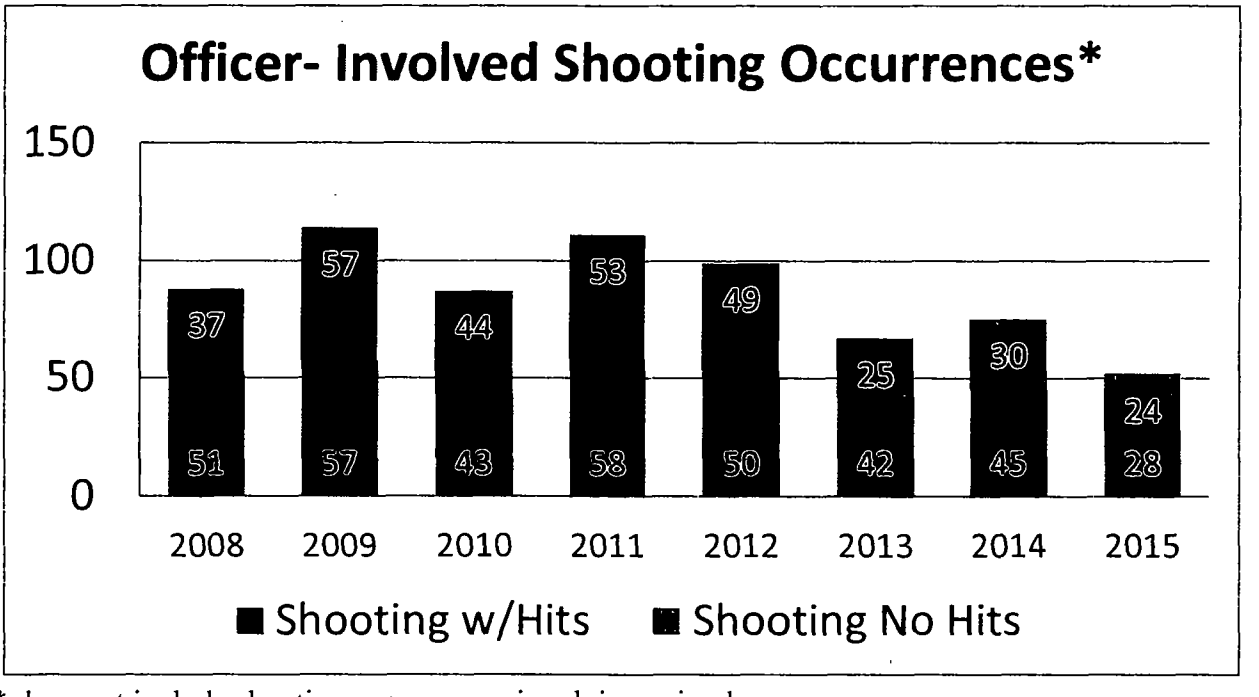
January 15, 2016

This report is filed pursuant to Municipal Code of Chicago, Section 2-57-110, which requires the filing of quarterly reports. This quarterly report provides information for the period October 1, 2015 through December 31, 2015. The information contained in this report is accurate as of January 15, 2015. All of IPRA's public reports are available at www.iprachicago.org.

I. Quarterly Overview of Investigation Statistics

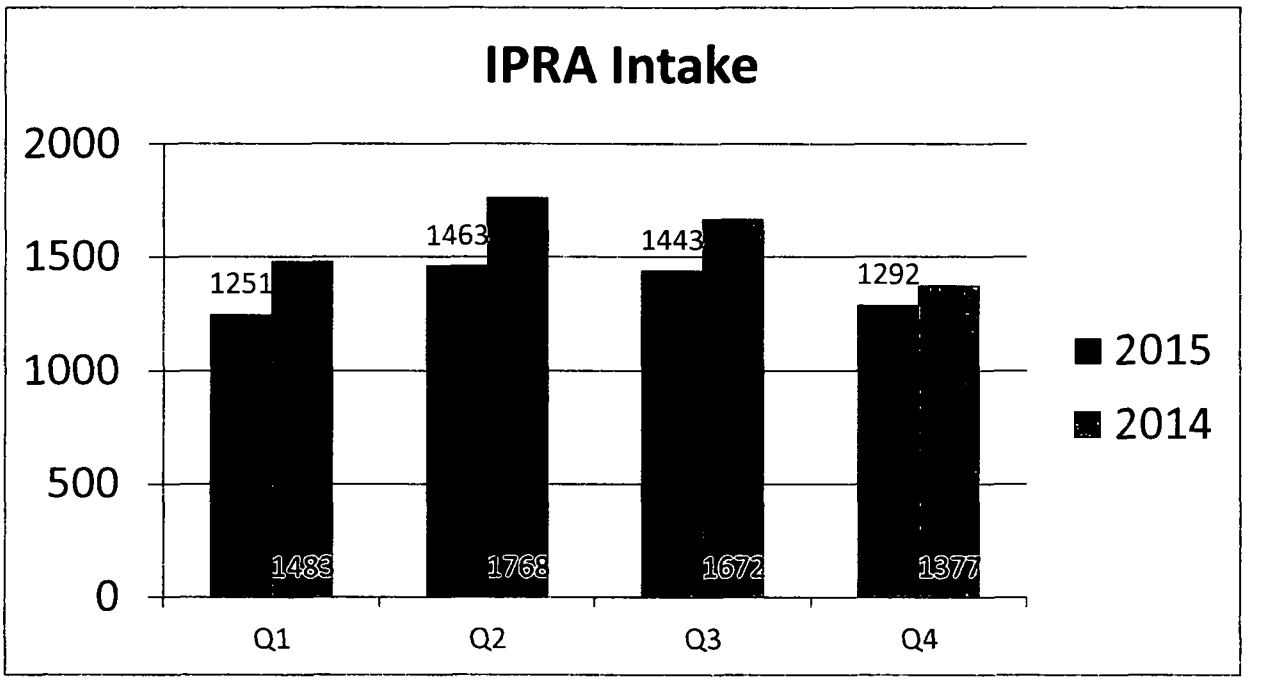
The year 2015 began with two consecutive quarters with the lowest officer-involved shooting total for any quarter (4) since IPRA was created in September of 2007.

During the Fourth Quarter of 2015, there were five officer-involved shooting occurrences. During the entire year of 2015, there were only 28 officer-involved shootings where a person was hit, the lowest on record since IPRA was created and reflects a 38% decrease from 2014.



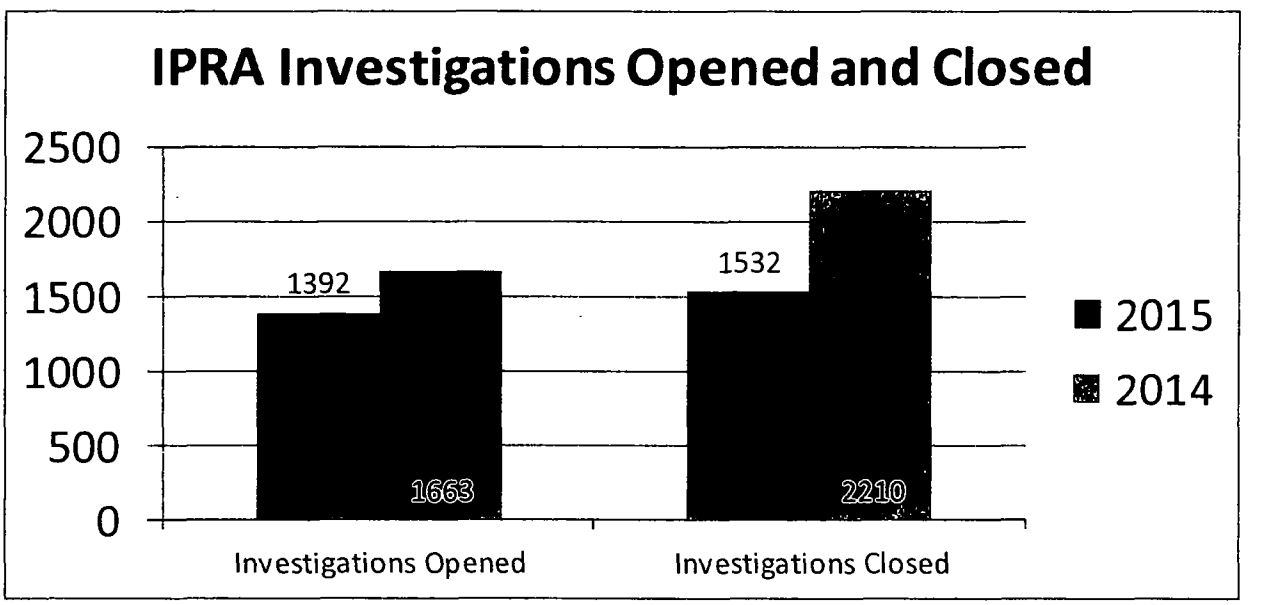
* does not include shooting occurrences involving animals

There was a slight decrease in the intake of cases during 2015, where intake includes all allegations and notifications relevant to IPRA's jurisdiction. In 2015, IPRA intake totaled 5,449 cases, reflecting a 14% decline from 2014.



IPRA opened 1,392 investigations during 2015, reflecting a decline of 16% vs. 2014.

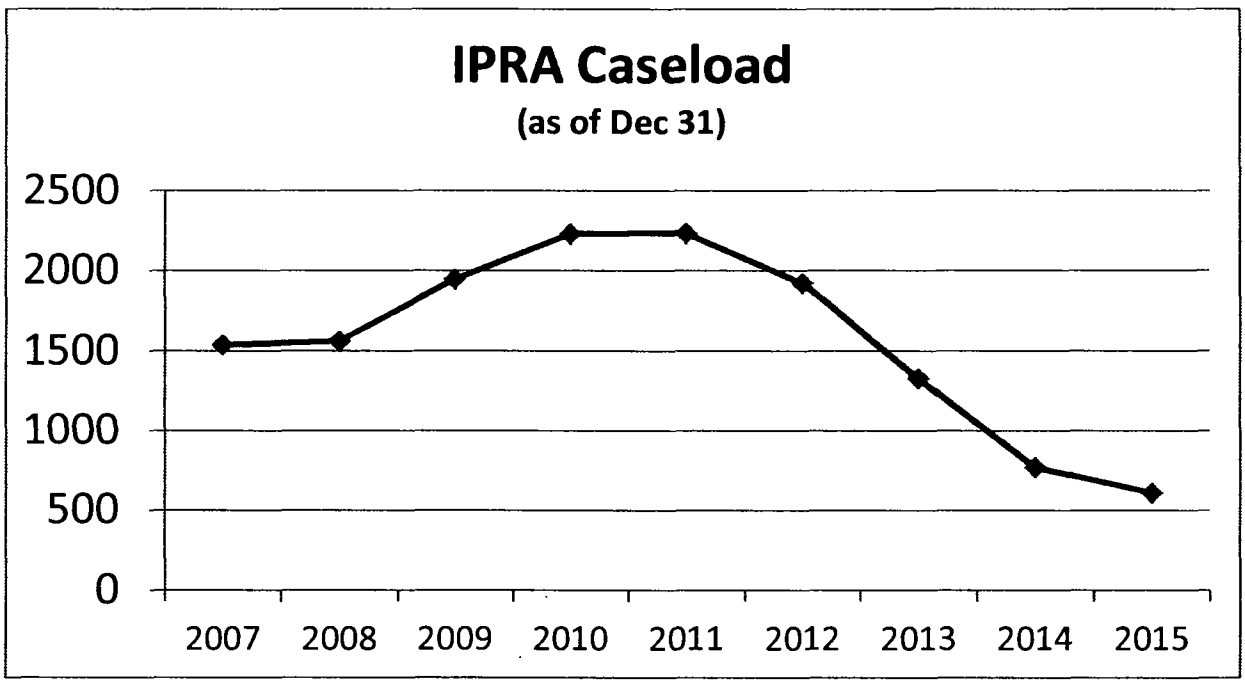
IPRA closed 1,532 investigations during 2015, reflecting a decline of 31% for 2014.



Although more improvement is needed, IPRA continues to seek ways to more effectively manage down its caseload.

During 2015, 67% of cases were closed within 6 months, 79% were closed within one year, and 88 % were closed with 2 years.

At the end of the year, IPRA had a total of 609 open investigations, reflecting a 21% decline from the open caseload at the end of 2014.



At the end of the 2015, IPRA had 188 cases that have remained open in excess of two years. This is an important area of focus for us and we are putting case management systems in place to close these cases as quickly as is feasible.

During October 1, 2015 through December 31, 2015, IPRA referred 981 cases to other agencies as follows:

- Chicago Police Department Bureau of Internal Affairs = 966
- Cook County State's Attorney's Office = 9
- Federal Bureau of Investigation = 6

II. Community Outreach Accomplishments

IPRA staff spoke to a Loyola University Ethics, Discipline & Liability in Criminal Justice class in October. In November, IPRA was on hand at the 30th Ward Community

Meeting held at Kilbourn Park and spoke during a planning meeting for the Preservation of Life Campaign consisting of community leaders and Pastors at Mt. Vernon Baptist Church on West Jackson. During the last month of 2015, IPRA attended the 37th Ward Block Club Leaders Meeting IPRA in addition to speaking at a public meeting of the Westside Branch of the NAACP at Purcell Hall on the City's West Side and The Chief Administrator and other IPRA personnel also attended the three monthly Police Board Meetings held in October, November, and December.

III. Other News At the Agency

The end of the year finished with new leadership in place at the Independent Police Review Authority. Sharon Fairley was appointed as acting Chief Administrator of IPRA by Mayor Rahm Emanuel on December 6, 2015 and was confirmed by the Chicago City Council on January 13, 2016.

As part of her initial improvements to the Agency, Chief Administrator Fairley is restructuring the Agency's chain of command to bring on strong leaders who provide fresh investigative and administrative perspective to IPRA coupled with knowledge and expertise that will aid IPRA in fulfilling its mission. The leadership changes include:

- Hiring a new Chief of Staff, Annette Moore;
- Hiring a new Chief Investigator, Jay Westensee, and
- Working to hire a new First Deputy and General Counsel.

Chief Administrator Fairley is also building out IPRA's Legal function with additional personnel. By adding more legal personnel, IPRA will now have legal oversight of the investigative process from start to finish, aiding in legal issues being identified and resolved as they arise. The additional legal staff includes:

- Recruiting a new General Counsel,
- Adding two new legal positions, Supervising Attorney and Attorney, and
- Filling a currently vacant Attorney role.

Lastly, increasing IPRA's outreach with the community is central to Chief Administrator Fairley's goal of ensuring a more productive dialogue between the community and the Agency going forward. In the coming weeks, IPRA will establish a dedicated community outreach team to provide more direct support and communication with complainants, witnesses and the community as a whole. This support will include addressing any community issues and concerns, communicating with complainants and their families, and informing Chicagoans of how IPRA's investigative process works. Moving forward, this quarterly report and our other communication platforms will serve to increase our transparency and hopefully initiate dialogue between IPRA and the community at large.

IPRA will not only continue to fulfill but also strengthen its statutory mission and inform the community about who we are, what we do, and the service that we provide to the citizens. This will take time but in the meantime, if there are community leaders,

stakeholders, or individuals that are interested in beginning that dialogue, please call IPRA's Director of Community Outreach & Engagement, Larry Merritt at 312-746-3609.

IV. IPRA Cumulative Figures

	INTAKE (ALL ALLEGATIONS/ NOTIFICATIONS)[1]	IPRA INVESTIGATIONS OPENED[2]	IPRA INVESTIGATIONS CLOSED[3]	IPRA CASELOAD
Sept. 2007	746	216	162	1290
4Q 2007	2273	613	368	1535
1Q 2008	2366	590	554	1571
2Q 2008	2436	640	670	1541
3Q 2008	2634	681	667	1555
4Q 2008	2337	699	692	1562
1Q 2009	2384	657	687	1532
2Q 2009	2648	755	651	1635
3Q 2009	2807	812	586	1981
4Q 2009	2235	617	654	1949
1Q 2010	2191	640	561	2028
2Q 2010	2626	868	832	2048
3Q 2010	2591	942	835	2168

[1] Pursuant to the IPRA Ordinance, certain events trigger an IPRA investigation even in the absence of an allegation of misconduct. The term "notification" refers to those events that IPRA investigates where there is no alleged misconduct.

[2] This number includes investigations opened and assigned to IPRA as of the end of the identified quarter. It does not include investigations "Re-opened" because of the settlement of litigation, new evidence, or the results of the Command Channel Review process.

[3] This number may include some investigations "Re-closed" after being Re-opened.

4Q 2010	2127	746	681[4]	2233
1Q 2011	2023	610	711	2132
2Q 2011	2171	778	747	2159
3Q 2011	2335	788	749	2173
4Q 2011	2038	688	594	2237
1Q 2012	1995	620	649	2210
2Q 2012	2155	693	747	2155
3Q 2012	2264	690	698	2147
4Q 2012	1824	543	759	1925
1Q 2013	1828	475	509	1883
2Q 2013	2122	558	668	1754
3Q 2013	2032	508	692	1594
4Q 2013	1588	375	632	1327
1Q 2014	1483	388	583	1133
2Q 2014	1768	484	642	971
3Q 2014	1672	437	542	862
4Q 2014	1377	354	443	771
1Q 2015	1251	298	414	655
2Q 2015	1463	377	385	636
3Q 2015	1443	391	348	672
4Q 2015	1292	326	385	609

[4] The number of investigations closed and IPRA Caseload reflect a correction of numbers reported in a previous report.

IPRA Investigations Opened by Incident Type[5]

	IPRA (COMPLAINTS)	IPRA (NOTIFICATIONS)					
	INFO & CR	EXTRAORDINARY OCCURRENCE (EO)	HIT SHOOTING (U#)	NON-HIT SHOOTING	SHOOTING/ ANIMAL	TASER	OC DISCHARGE
Sept.	195	4	4	3		3	2
4Q 2007	572	18	7	1		12	5
1Q 2008	475	16	8	12	18	31	16
2Q 2008	526	16	15	8	21	45	9
3Q 2008	563	8	14	10	20	52	13
4Q 2008	579	16	14	7	24	35	24
1Q 2009	553	11	9	9	25	39	14
2Q 2009	624	15	14	13	28	56	7
3Q 2009	657	21	18	16	18	63	22
4Q 2009	495	19	16	19	20	39	9
1Q 2010	482	13	12	14	29	74	15
2Q 2010	505	16	10	10	19	285	27
3Q 2010	576	15	11	10	30	285	16
4Q 2010	470	7	10	10	28	227	10
1Q 2 011	377	17	15	12	27	155	10
2Q 2011	471	9	20	10	20	240	10
3Q 2011	460	15	16	17	22	248	9
4Q 2011	420	10	7	14	20	210	6
1Q 2012	384	14	12	10	13	186	3
2Q 2012	440	9	5	12	23	188	3
3Q 2012	411	12	19	14	28	204	5
4Q 2012	328	8	14	13	26	149	4
1Q 2013	329	24	11	9	15	87	5
2Q 2013	400	14	13	7	16	96	5
3Q 2013	344	14	13	5	14	110	8
4Q 2013	263	17	5	4	9	77	2
1Q 2014	264	17	10	4	14	76	2
2Q 2014	307	25	9	9	23	111	1
3Q 2014	269	12	13	9	17	115	2
4Q 2014	325	7	13	8	19	82	3

[5] Note: A single investigation may fall into more than one Incident Type. For instance, an investigation may be both an Extraordinary Occurrence (EO) and a Complaint Register (CR). For this chart, the investigation is counted in all applicable Incident Types. They are counted only once, in the total Log Numbers retained by IPRA. An Extraordinary Occurrence (EO) is a death or injury to a person while in police custody or other extraordinary or unusual occurrence in a lockup facility.

IPRA Investigations Opened by Incident Type (Continued)

	IPRA (COMPLAINTS)	IPRA (NOTIFICATIONS)					
	INFO & CR[6]	EXTRAORDINARY OCCURRENCE (EO)	HIT SHOOTING (U#)	NON-HIT SHOOTING	SHOOTING/ ANIMAL	TASER	OC DISCHARGE [7]
1Q 2015	325	13	4	5	12	82	3
2Q 2015	211	17	4	3	14	123	5
3Q 2015	213	14	15	7	20	114	4
4Q 2015	196	9	5	9	9	92	3

[6] These numbers include one Log Number classified as both a U Number and a Complaint Register. These Log Numbers are counted only once in the total number of Log Numbers retained by IPRA, but included in the breakouts of all applicable incident types.

[7] As of December 31, 2007, IPRA issued a Log Number for notifications of uses of taser, pepper spray, or for shootings where no one is injured only if it received a telephonic notification of the incident or there was an allegation of misconduct. As of January 1, 2008, IPRA implemented procedures to issue Log Numbers for all uses of Taser deployments and shootings, regardless of the method of notification. In addition, CPD issued a reminder to CPD personnel to provide notification to IPRA. IPRA continues to issue Log Numbers for discharges of pepper spray at the request of CPD personnel.

	* COMPLAINT INVESTIGATIONS COMPLETED CURRENT YEAR				
	Sustained [8]	Not Sustained [9]	Unfounded[10]	Exonerated[11]	No Affidavit[12]
1Q 2015	27	89	59	4	62
2Q 2015	37	61	40	1	85
3Q 2015	24	53	41	1	78
4Q 2015	7	36	31	0	85

* Investigation Completed include Closed and Re-Closed cases

Between October 1, 2015 and December 31, 2015, IPRA received complaints of alleged misconduct based on incidents in the following districts, as follows:

District 01 = 56	District 07 = 75	District 14 = 25	District 20 = 16
District 02 = 67	District 08 = 66	District 15 = 43	District 22 = 49
District 03 = 89	District 09 = 55	District 16 = 52	District 24 = 31
District 04 = 51	District 10 = 40	District 17 = 28	District 25 = 42
District 05 = 47	District 11 = 67	District 18 = 54	
District 06 = 73	District 12 = 49	District 19 = 39	

Outside City Limits = 25 Unknown location = 28

(See Attachment)

[8] As defined in CPD Directive S08-01-01 as "when the allegation is supported by substantial evidence." Abstracts for all investigations where IPRA has recommended a sustained finding can be found at www.iprachicago.org under the Resources heading.

[9] The finding of "not sustained" is a term used in police misconduct investigations. It is defined in CPD Directive S08-01-01 as "when there is insufficient evidence either to prove or disprove the allegation."

[10] Defined in CPD Directive S08-01-01 as "when the allegation is false or not factual.

[11] Defined in CPD Directive S08-01-01 as "when the incident occurred but the actions of the accused were lawful and proper.

[12] Mandated by Collective Bargaining Agreements and pursuant to Illinois Compiled Statutes, 50 ILCS 725/ 3.8 (b), which states " (b) Anyone filing a complaint against a sworn peace officer must have the complaint supported by a sworn affidavit. Any complaint, having been supported by a sworn affidavit, and having been found, in total or in part, to contain knowingly false material information, shall be presented to the appropriate State's Attorney for a determination of prosecution.

ATTACHMENT: COMPLAINTS AGAINST CPD MEMBERS BY UNIT

District 001

Members 1-14: 1 complaint each

Member 15: 2 complaints

District 002

Members 1-13: 1 complaint each

Member 14: 2 complaints

District 003

Members 1-32: 1 complaint each

Members 33-39: 2 complaints each

District 004

Members 1-16: 1 complaint each

Member 17: 2 complaints

District 005

Members 1-22: 1 complaint each

Members 23-24: 2 complaints each

Member 25: 5 complaints

District 006

Members 1-30: 1 complaint each

Members 31-32: 2 complaints each

District 007

Members 1-21: 1 complaint each

Member 22: 2 complaints

District 008

Members 1-18: 1 complaint each

Members 19-22: 2 complaints each

District 009

Members 1-16: 1 complaint each

Member 17: 2 complaints

District 010

Members 1-13: 1 complaint each

Members 14-15: 2 complaints each

District 011

Members 1-24: 1 complaint each

Member 25: 2 complaints

District 012

Members 1-16: 1 complaint each

Members 17-18: 2 complaints each

District 014

Members 1-6: 1 complaint each

District 015

Members 1-20: 1 complaint each

Members 21-22: 2 complaints each

District 016

Members 1-18: 1 complaint each

Member 19: 2 complaints

District 017

Members 1-11: 1 complaint each

District 018

Members 1-24: 1 complaint each

Members 25-26: 2 complaints each

Member 27: 3 complaints

District 019

Members 1-18: 1 complaint each

District 020

Members 1-9: 1 complaint each

Member 10: 3 complaints

District 022

Members 1-22: 1 complaint each

District 024

Members 1-15: 1 complaint each

Member 16: 2 complaints

District 025

Members 1-24: 1 complaint each

Airport Law Enforcement Unit – North (050)

Members 1-5: 1 complaint each

Airport Law Enforcement Unit – South (051)

Members 1-2: 1 complaint each

Detail Unit (057)

Members 1-2: 1 complaint each

Marine Unit (059)

Member 1: 1 complaint

Office of Crime Control Strategies (115)

Members 1-2: 1 complaint each

Deployment Operations Center (116)

Member 1: 1 complaint

Bureau of Administration (120)

Member 1: 1 complaint

Bureau of Internal Affairs (121)

Members 1-4: 1 complaint each

Human Resources Division (123)

Member 1: 1 complaint

Public Safety Information Technology (PSIT) (125)

Member 1: 1 complaint

Research and Development Division (127)

Member 1: 1 complaint

Chicago Alternative Policing Strategy (CAPS) Division (135)

Member 1: 1 complaint

Bureau of Patrol (142)

Member 1: 1 complaint

Traffic Section (145)

Members 1-4: 1 complaint each

Member 5: 2 complaints

Field Services Section (166)

Members 1-3: 1 complaint each

Evidence and Recovered Property Section (167)

Members 1-2: 1 complaint each

Central Detention (171)

Members 1-2: 1 complaint each

Forensics Services Division (177)

Member 1: 1 complaint

Bureau of Detectives (180)

Members 1-3: 1 complaint each

Narcotics Section (189)

Members 1-28: 1 complaint each

Members 29-31: 2 complaints each

Intelligence Section (191)

Member 1: 1 complaint

Vice and Asset Forfeiture Division (192)

Member 1: 1 complaint

Gang Investigation Division (193)

Members 1-14: 1 complaint each

Member 15: 3 complaints

Bureau of Patrol – Area Central (211)

Members 1-6: 1 complaint each

Members 7-8: 2 complaints each

Bureau of Patrol – Area South (212)

Members 1-9: 1 complaint each

Bureau of Patrol – Area North (213)

Members 1-4: 1 complaint each

Court Section (261)

Members 1-2: 1 complaint each

Forensic Services – Evidence Technician Section (277)

Member 1: 1 complaint

Gang Enforcement – Area Central (311)

Members 1-2: 1 complaint each

Gang Enforcement – Area South (312)

Members 1-7: 1 complaint each

Gang Enforcement – Area North (313)

Members 1-2: 1 complaint each

Special Weapons and Tactics (SWAT) Unit) 353

Members 1-2: 1 complaint each

Alternate Response Section (376)

Members 1-9: 1 complaint each

Juvenile Intervention Support Center (JISC) (384)

Member 1: 1 complaint

Gang Enforcement Division (393)

Members 1-2: 1 complaint each

Member 3: 4 complaints

Area Central , Deputy Chief – Bureau of Patrol (411)

Members 1-2: 1 complaint each

Area South , Deputy Chief – Bureau of Patrol (412)

Members 1-3: 1 complaint each

Bomb Unit (442)

Member 1: 1 complaint

Central Investigations Unit (606)

Members 1-5: 1 complaint each

Major Accident Investigation Unit (608)

Member 1: 1 complaint

Bureau of Detectives – Area Central (610)

Members 1-21: 1 complaint each

Member 22: 2 complaints

Bureau of Detectives – Area South (620)

Members 1-13: 1 complaint each

Bureau of Detectives – Area North (630)

Members 1-23: 1 complaint each

Members 24-25: 2 complaints each

Public Transportation Section (701)

Members 1-10: 1 complaint each

Transit Security Unit (704)

Members 1-5: 1 complaint each

Abstracts of Sustained Cases

October 2015

Log/C.R. No. 1069486

Notification Date: May 30, 2014
Location: 10th District
Complaint: Unintentional Taser Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that, while conducting a routine Taser spark test, the Officer unintentionally discharged her Taser.

Finding: During mediation, the Officer agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **Violation Noted.**

Log/C.R. No. 1073395

Notification Date: January 16, 2015
Location: 7th District
Complaint: Unintentional Firearm Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that the Officer failed to maintain control of his weapon resulting in an unintentional discharge.

Finding: During mediation, the Officer agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **Reprimand.**

Log/C.R. No. 1070453

Notification Date: July 19, 2014
Location: 3rd District
Complaint: Unintentional OC Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that the Officer was inattentive to duty because she failed to properly handle her OC spray canister resulting in an unintentional discharge.

Finding: During mediation, the Officer agreed to accept IPRA's

finding of **"SUSTAINED"** for the allegation and a penalty of a **Violation Noted.**

Log/C.R. No. 1073055

Notification Date: December 21, 2014
Location: 16th District
Complaint: Domestic Incident

Summary: In an incident involving an off-duty CPD Officer/Husband and the Complainant/Wife, it was alleged that the Officer/Husband was intoxicated while off-duty.

Finding: During mediation, the Officer/Husband agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **4-day suspension**.

Log/C.R. No. 1069550

Notification Date: June 2, 2014
Location: 4th District
Complaint: Unintentional Weapon Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that the Officer unintentionally discharged his weapon while trying to re-holster it.

Finding: During mediation, the Officer agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **Reprimand.**

Log/C.R. No. 1070311

Notification Date: July 12, 2014
Location: 5th District
Complaint: Unintentional Taser Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that the Officer was inattentive to duty because she unintentionally discharged her Taser.

Abstracts of Sustained Cases

November 2015

Log/C.R. No. 1073831

Notification Date: February 18, 2015
Location: Bridgeview, IL
Complaint: Unintentional Firearm Discharge

Summary: In an incident involving an on-duty CPD Officer, it was alleged that the Officer unintentionally discharged his firearm.

Finding: During mediation, the Officer agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **Violation Noted.**

Abstracts of Sustained Cases

December 2015

Log/C.R. No. 1069051

Notification Date: May 9, 2014
Location: 15th District
Complaint: Excessive Force

Summary: In an incident involving an on-duty CPD Officer and the Complainant, it was alleged that the Officer shoved the end of his baton into the Complainant's side and failed to document his physical contact with the Complainant.

Finding: During mediation, the Officer agreed to accept IPRA's finding of **"SUSTAINED"** for the allegations and a penalty of a **1-day suspension.**

Log/C.R. No. 1072208

Notification Date: October 23, 2014
Location: 22nd District
Complaint: Domestic Altercation

Summary: In an incident involving an off-duty CPD Officer, an on-duty CPD Sergeant, and the Complainant/minor child, it was alleged that the Officer engaged in an unjustified physical altercation with the Complainant/minor child, repeatedly pushed the Complainant/minor child, threatened the Complainant/minor child with physical harm, and verbally abused the Complainant/minor child. Also, it was alleged that that Sergeant failed to initiate an investigation when the Complainant/minor child's parent informed her of the Officer's alleged misconduct.

Finding: Based on statements to IPRA from the accused and the Complainant, IPRA recommended the following:

Officer: A finding of **" NOT SUSTAINED"** for all allegations.

Sergeant: During mediation, the Sergeant agreed to accept IPRA's finding of **"SUSTAINED"** for the allegation and a penalty of a **Reprimand.**