



PROFESSIONAL STANDARDS YEAR END SUMMARY

Rehoboth Beach Police Department

Report Date: April 1st, 2021

Administrative Investigations

2020 Report Year

The Professional Standards Unit divides administrative investigations (personnel complaints) into two (2) categories based upon the source of the complaint. Acts of misconduct reported by the community are labeled as external complaints, while acts of misconduct discovered and reported within the department are labeled as internal complaints.

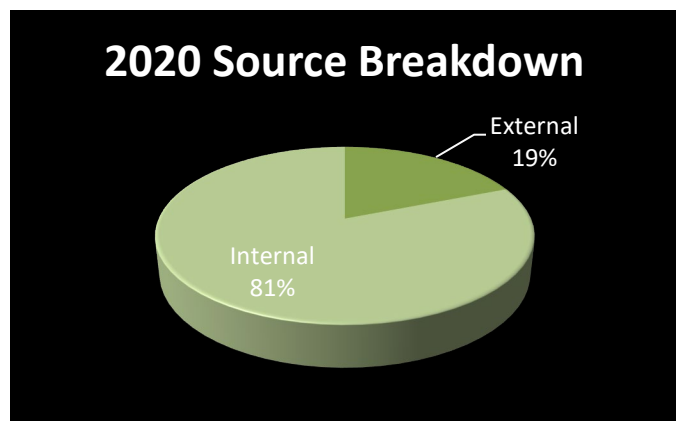
	2020 Complaints Received	Sworn	Non-Sworn	Total Employees
External	4	4	0	4
Internal	17	14	3	17
Total	21	18	3	21

Administrative investigations are routinely complex and consist of a lengthy process, but are normally conducted within a time frame of ninety (90) days. While time extensions can be granted based upon the complexity of the investigation or uncontrollable circumstances, this is a rarity. With regard to the aforementioned time frame, yearly statistical reporting will occur by April 1st of the following calendar year to allow for closure of any open administrative investigations. Reports will compare statistical data where possible.

In 2020, the Professional Standards Unit received four (4) external complaints and seventeen (17) internal complaints for a total of twenty-one (21) complaints. The twenty-one (21) professional standards complaints involved twenty-one (21) employees and required the Professional Standards Unit to conduct fourteen (14) interviews of members of the public, witness employees, and/or subject employees.

In comparison to 2019, the Professional Standards Unit received two (2) less external complaints, meaning a decrease in citizen generated complaints, but the unit received eight (8) more internal complaints. Nearly half of the internal complaints were a result of minor rule of conduct infractions, such as reporting late for duty or appearance.

The pie chart to the right provides a visual comparison of sources of the personnel complaints received by the Professional Standards Unit during the 2020 calendar year.





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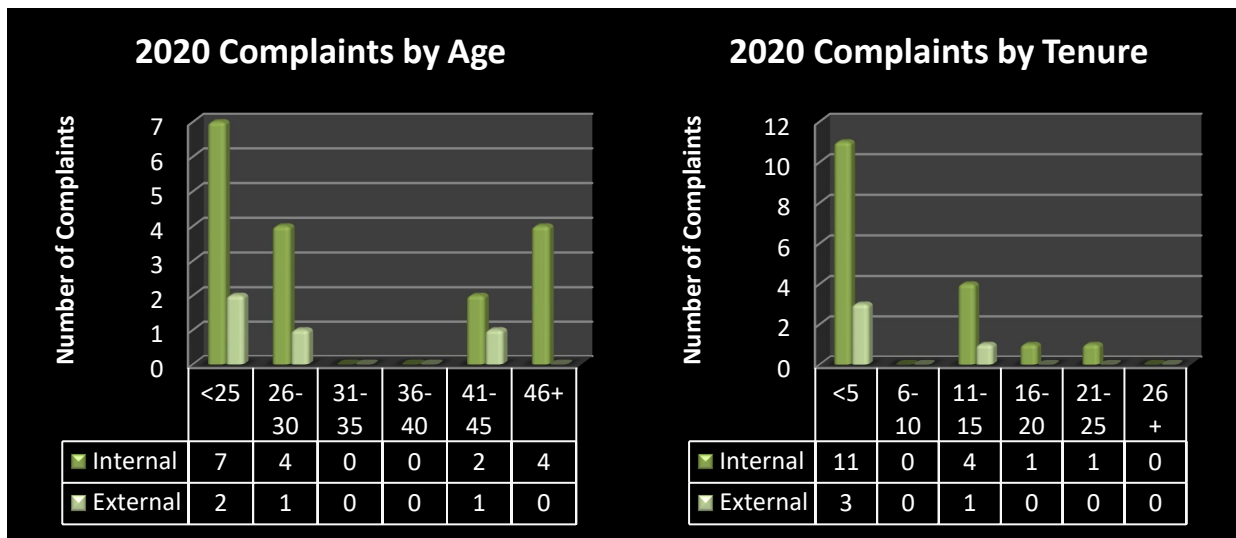
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Age & Tenure as a Complaint Factor

2020 Report Year

The graphs below illustrate a breakdown by age and tenure of the twenty-one (21) employees involved in the 2020 professional standard complaints. The chart on the left illustrates the ages of those involved in the complaints and the chart on the right illustrates the tenure of the employees involved. Neither illustration reveals any evident trends or patterns; however the disproportion number of complaints associated with employees under the age of twenty-five (25) with less than five (5) years tenure can be directly associated to the yearly hiring of seasonal police officers that serve from May through October.



Classification of Complaints

2020 Report Year

The Professional Standards Unit, which is responsible for investigating all personnel related complaints, receives a wide range of allegations over the course of the calendar year. For statistical reporting purposes, the Professional Standards Unit classifies these complaints into five types of allegations, which are;

- Neglect** When an employee fails to complete acts or responsibilities that are within the normal scope of the employee’s duties.
- CUBO** (Conduct Unbecoming an Officer) When an employee acts or behaves in a manner deemed inappropriate for the employee’s position and/or employee’s of the police department.



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Rehoboth Beach Police Department

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- UOEF** (Use of Excessive Force) When it is alleged that an employee used excessive force.
- TA** (Traffic Accident) When an employee was involved in and believed to be responsible for causing a preventable traffic accident.
- Policy** When an employee has committed a policy violation that does not meet the above categories.

It is important to note that one (1) complaint can be classified as multiple allegations. For instance, if an allegation was made that an officer was rude and used excessive force, that one (1) complaint would be filed as two (2) allegations; however, this situation did not occur in 2020.

Allegation	# of Internal	% of Internal	% of Total	# of External	% of External	% of Total
Neglect	11	64.7%	52.4%	2	50%	9.5%
CUBO	4	23.6%	19.0%	2	50%	9.5%
UOEF	0	0.0%	0.0%	0	0.0%	0.0%
TA	0	0.0%	0.0%	0	0.0%	0.0%
Policy	0	0.0%	0.0%	0	0.0%	0.0%
	15		71.4%	4		19.1%

** Two (2) of the twenty-one (21) investigations conducted were internal inquiries, which absent an allegation, is an effort by the agency to take a closer look at an event to determine if grounds exist to validate a formal allegation. In both of these cases it was determined no violations occurred; therefore, no allegations were made.*

Classification of Investigative Findings

2020 Report Year

Rehoboth Beach Police Department General Order 262A, Section 6 requires that upon completion of a professional standard investigation, it must be classified with one (1) of the following dispositions:

- Exonerated** (Proper Conduct) Proof positive that no violation occurred.
- Sustained** (Improper Conduct) Proof positive that a violation occurred.
- Not Sustained** (Insufficient Evidence) A lack of evidence to prove a violation occurred or did not occur.
- Policy Failure** Recognition that departmental policies or procedures failed to anticipate the specific violation resulting in an immediate review/revision of the policy in question.



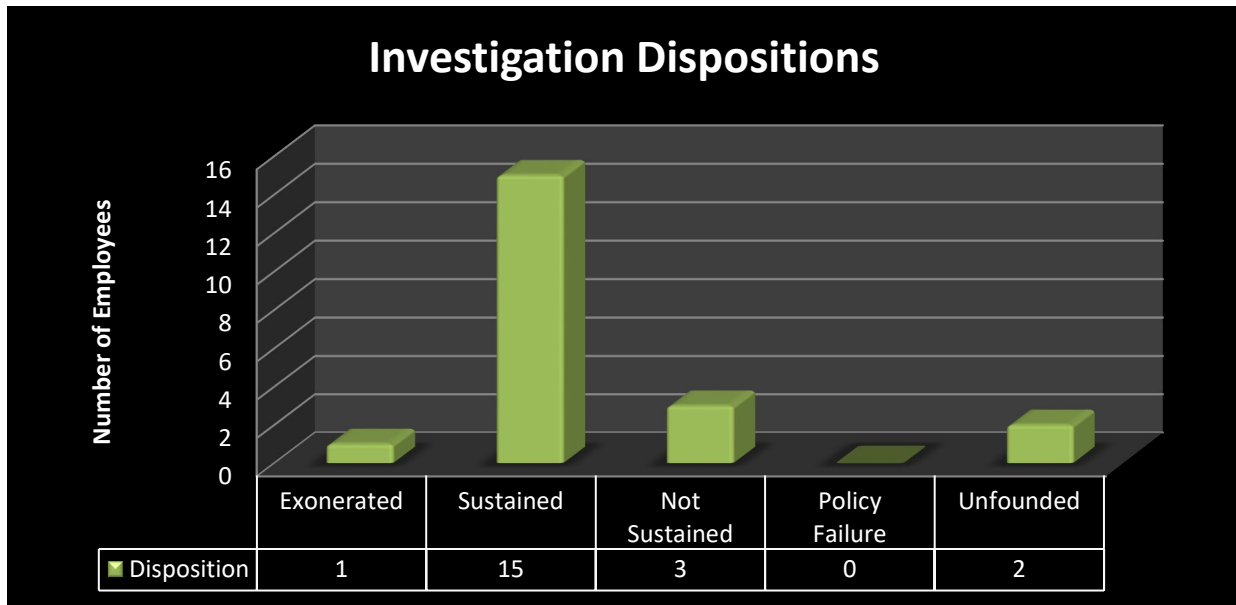
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Rehoboth Beach Police Department

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Unfounded The violation did not occur or failed to involve departmental personnel.

In 2020, twenty-one (21) total employees were subjects of Professional Standards investigations resulting from twenty-one (21) total complaints. The below chart illustrates the dispositions of the investigations of the twenty-one (21) employees. One internal allegation was not investigated due the seasonal employee resigning prior to the beginning of the investigation.



Corrective Action 2020 Report Year

Of the five (5) disposition classifications listed above, only sustained outcomes result in some form of corrective action being taken against the employee. The chart below illustrates a breakdown of the types of corrective actions imposed upon the eight (8) employees who were subjects of professional standards investigations that were sustained.

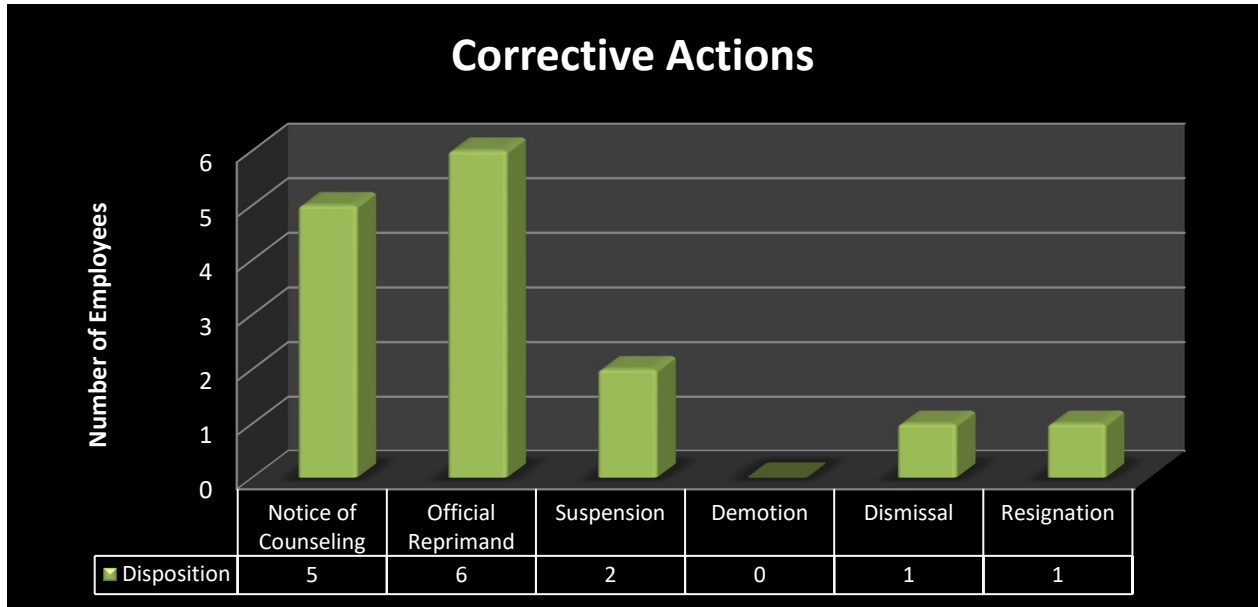
It is important to note that corrective actions taken against employees are a result of sustained investigations and are determined by a disciplinary matrix associated with the departmental rules of conduct. Therefore, less serious violations of the rules of conduct will result in less punitive corrective actions, such as a notice of counseling or an official reprimand.



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Complimentary Correspondence

2020 Report Year

In contrast to the four (4) complaints received from external sources in 2020, the department received forty-nine (49) items of correspondence complimenting the actions of its employees throughout the year.