

2019



Office of Professional Accountability

OPA ANNUAL REPORT

This report provides statistical data regarding administrative investigations, citizen complaints, vehicle pursuits, patrol crashes, use of force incidents, and firearm discharge incidents, etc. within the Department of Safety and Homeland Security from January 2019-December 2019.



CONTENTS

ADMINISTRATIVE INVESTIGATIONS (AD)	3
STATEWIDE DISTRIBUTION OF ADMINISTRATIVE INVESTIGATIONS BY UNIT	4
DISPOSITION OF ADMINISTRATIVE INVESTIGATION CASES	5
2017-2019 ADMINISTRATIVE CASE TREND ANALYSIS	6
CITIZEN COMPLAINTS (CC) BY THP BUREAUS & DRIVER SERVICES (DS)	7
STATEWIDE DISTRIBUTION OF CITIZEN COMPLAINTS	8
DISPOSITION OF CITIZEN COMPLAINT INVESTIGATIONS	9
2018-2019 CITIZEN COMPLAINT CASE TREND ANALYSIS	10
DISTRIBUTION OF THP CASES BY DISTRICT	11-12
DISTRIBUTION OF DRIVER SERVICES CASES BY DISTRICT	13-14
COMBINED OVERVIEW OF AD-CC CASE DISTRIBUTION & DISPOSITIONS	15
SUSPENSIONS: STATEWIDE DISTRIBUTION	16
DISTRIBUTION OF SUSPENSIONS BY UNIT/DISTRICT	17
TERMINATION, RESIGNATION, DEMOTION, DISCRETIONARY LEAVE & APPEAL DATA	18
A. Terminations, Resignations & Demotions:	18
B. Discretionary Leave 2018-2019 Comparison:	19
C. Appeal Hearings:	20
D. Written Warning Reviews:	21
OTHER DISCIPLINARY ACTIONS	22-24
INFORMATION ONLY CASES	25
DEPARTMENTAL PURSUIT DATA BY DISTRICT	26

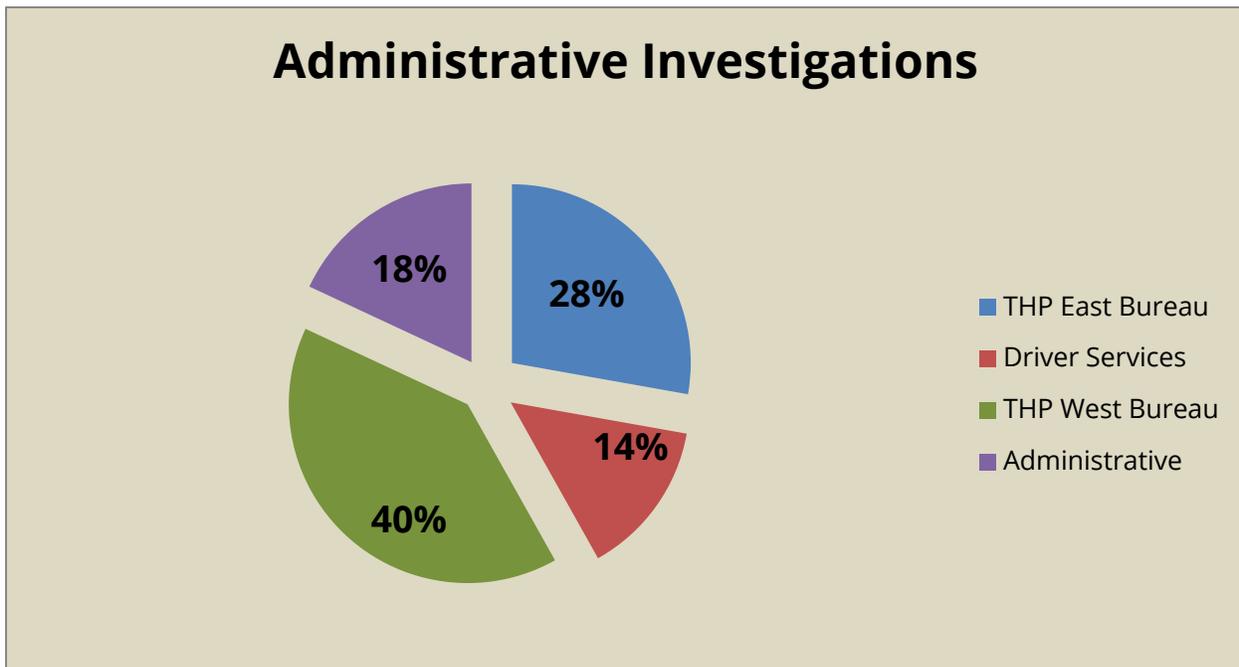


PURSUIT DISPOSITIONS BY DISTRICT	27-28
DEPARTMENTAL CRASH DATA	29
DEPARTMENTAL CRASH DISCIPLINARY ACTIONS BY DISTRICT	30
USE OF FORCE INCIDENTS	31
FIREARM DISCHARGES	32
EARLY INTERVENTION ALERTS BY DISTRICT	33
WORKPLACE HARASSMENT COMPLAINTS	34



Administrative Investigations (AD)

The Office of Professional Accountability (OPA) processed 278 Administrative Investigations (AD) in 2019. The distributions of AD cases are as follows: THP East Bureau 28%, THP West Bureau 40%, Driver Services 18%, and Administrative 14%. Of the 278 cases, the OPA completed 51 (18%) investigations and the Field completed 227 (82%) investigations. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all AD cases.



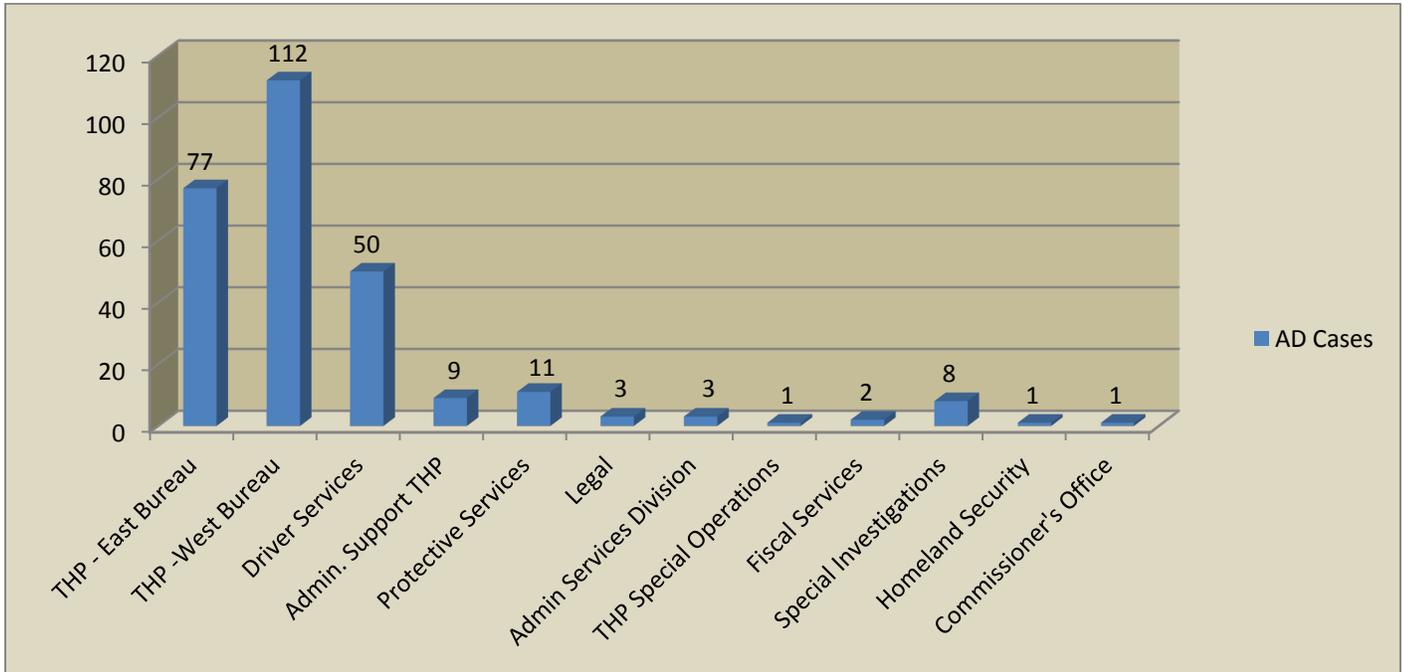
For reporting purposes in this section, “Administrative” consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Legal, Technology Systems, Special Investigations, Homeland Security, Fiscal Services, Human Resources, Internal Audit, Financial Responsibility, Special Programs, and THSO.

In reference to this report, “Admin Support THP” consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, and the Colonel’s Office.

In reference to this report, “Admin Services Division” consists of the following: Research Planning & Development.



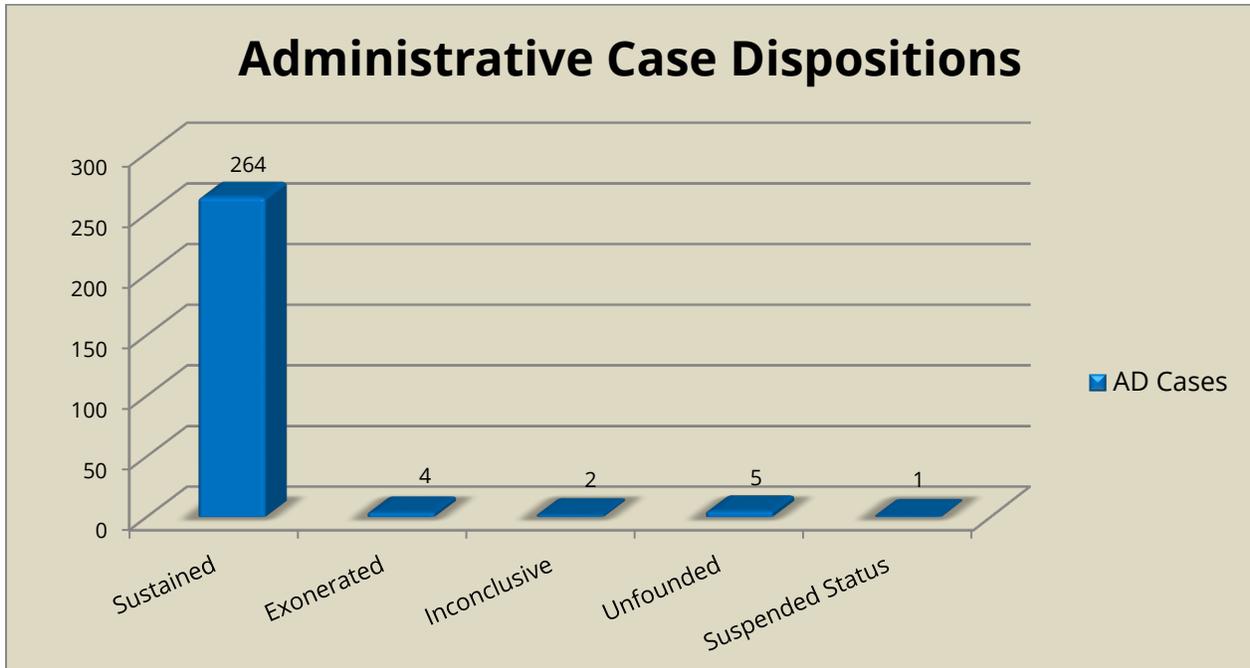
Statewide Distribution of Administrative Investigations by Unit



THP – East Bureau	77	27.70%
THP -West Bureau	112	40.29%
Driver Services	50	17.99%
Admin. Support THP	9	3.24%
Protective Services	11	3.96%
Legal	3	1.08%
Admin Services Division	3	1.08%
THP Special Operations	1	.36%
Fiscal Services	2	0.72%
Special Investigations	8	2.89%
Homeland Security	1	0.36%
Commissioner’s Office	1	0.36%
Total	278	100.0%



Disposition of Administrative Investigation Cases



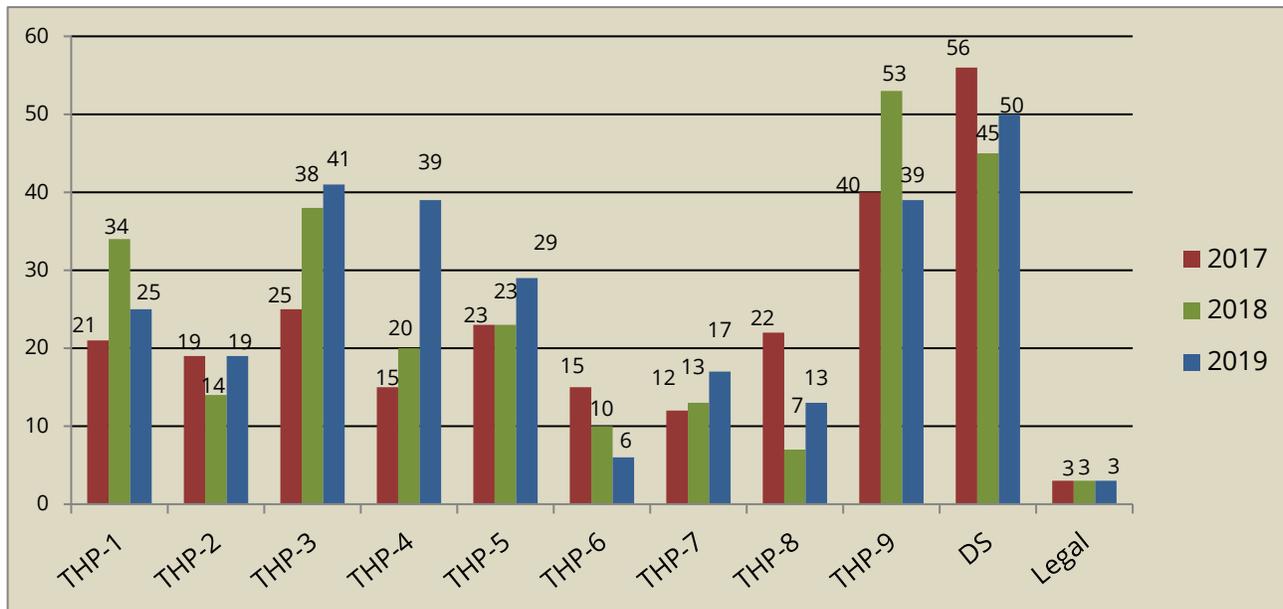
AD Case Disposition	AD Cases	Percent
Sustained	267	95.31%
Exonerated	4	1.44%
Inconclusive	2	.72%
Unfounded	5	1.81%
Suspended Status	1	.72%
Total	278	100.0%

1 case is in a suspended status due to the employees being on extended leave.



2017-2019 Administrative Case Trend Analysis

During 2019, the Department saw a 6.54% increase in Administrative Cases when compared to 2018. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.



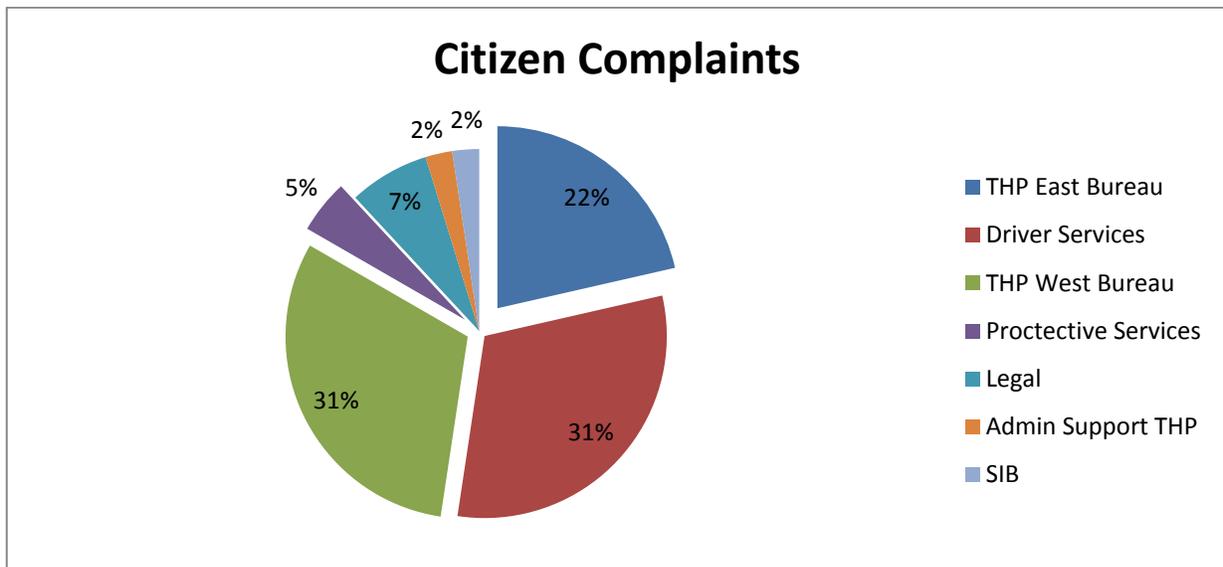
District	2017 AD Cases	2017 % of AD Cases per District	2018 AD Cases	2018 % of AD Cases per District	2019 AD Cases	2019 % of AD Cases per District	2017/2018 +/- Change Number of Cases	2017/2018 Percentage Difference	2018/2019 +/- Change Number of Cases	2018/2019 Percentage Difference
THP-1	21	8.7%	34	13.07%	25	9.03%	+13	+61.90%	-9	-26.47%
THP-2	19	7.57%	14	5.40%	19	6.86%	-5	-26.31%	+5	+35.71%
THP-3	25	9.96%	38	14.62%	41	14.80%	+13	+52.00%	+3	+7.89%
THP-4	15	5.98%	20	7.70%	39	13.72%	+5	+33.33%	+19	+90%
THP-5	23	9.16%	23	8.8%	29	10.47%	0	0.00%	+6	+26.09%
THP-6	15	5.98%	10	3.85%	6	2.17%	-5	-33.33%	-4	-40%
THP-7	12	4.78%	13	5.00%	17	6.14%	+1	+8.33%	+4	+30.77%
THP-8	22	8.76%	7	2.70%	13	4.69%	-15	-68.18%	+6	+85.71%
THP-9	40	15.94%	53	20.40%	39	14.08%	+13	+32.50%	-14	-26.42%
DS	56	22.31%	45	17.31%	50	18.05%	-11	-19.64%	+5	+11.11%
Legal	3	1.20%	3	1.15%	3	.36%	0	0.00%	0	0.00%
Totals	251	100.0%	260	100.0%	278	100%	+9	+3.59%	+18	+6.54%

THP-9 consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Special Programs, Homeland Security, Human Resources, Fiscal Services, and Internal Audit.



Citizen Complaints (CC) by THP Bureau & Driver Services (DS)

Citizen Complaints (CC) are complaints made by the general public that allege an employee of the Department has violated a rule, policy, or procedure. OPA began tracking Citizen Complaints in 2013. The Department received 42 Citizen Complaints during 2019. Of the 42 cases, the Office of Professional Accountability completed 18 (42.86%) investigations, and the Field completed 24 (57.14%) investigations. During 2019, the Department saw a 100% increase in Citizen Complaints when compared to 2018. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.



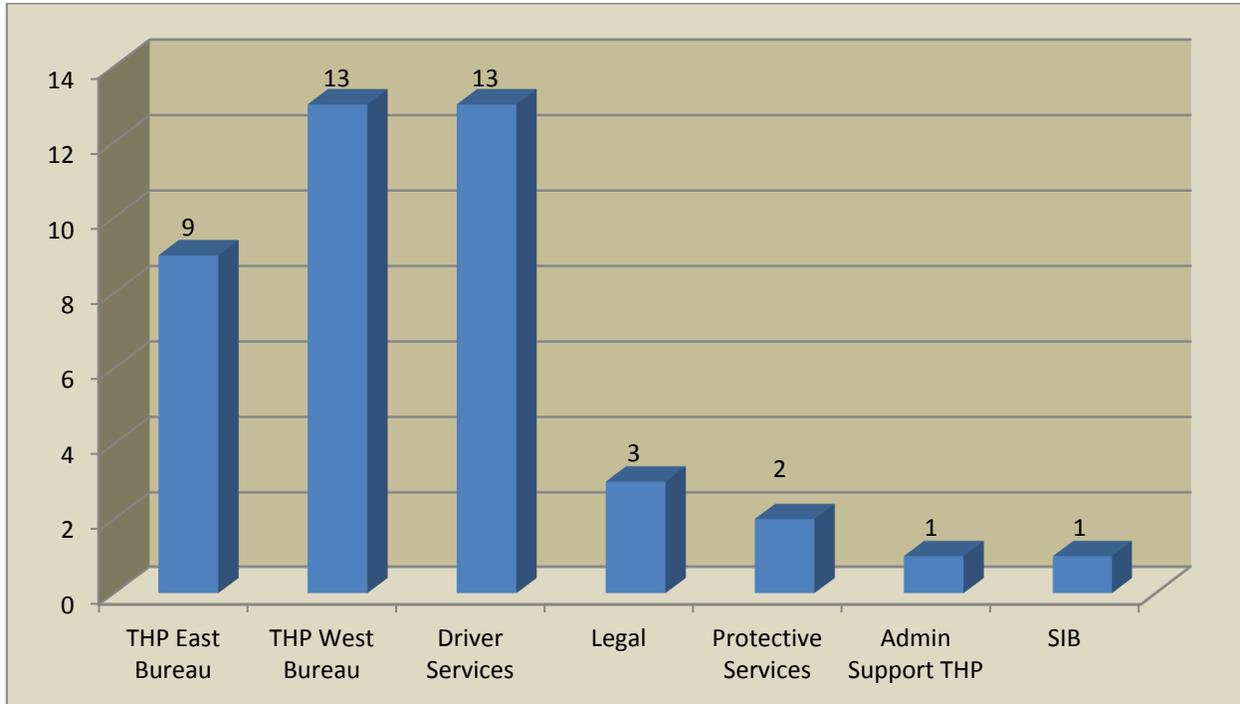
In reference to this report, “Protective Services” consists of the following: Capital and Executive Protection.

****Note****

The significant increase in Citizen Complaints for 2019 can be attributed to a change in the way complaints were categorized.



Statewide Distribution of Citizen Complaints

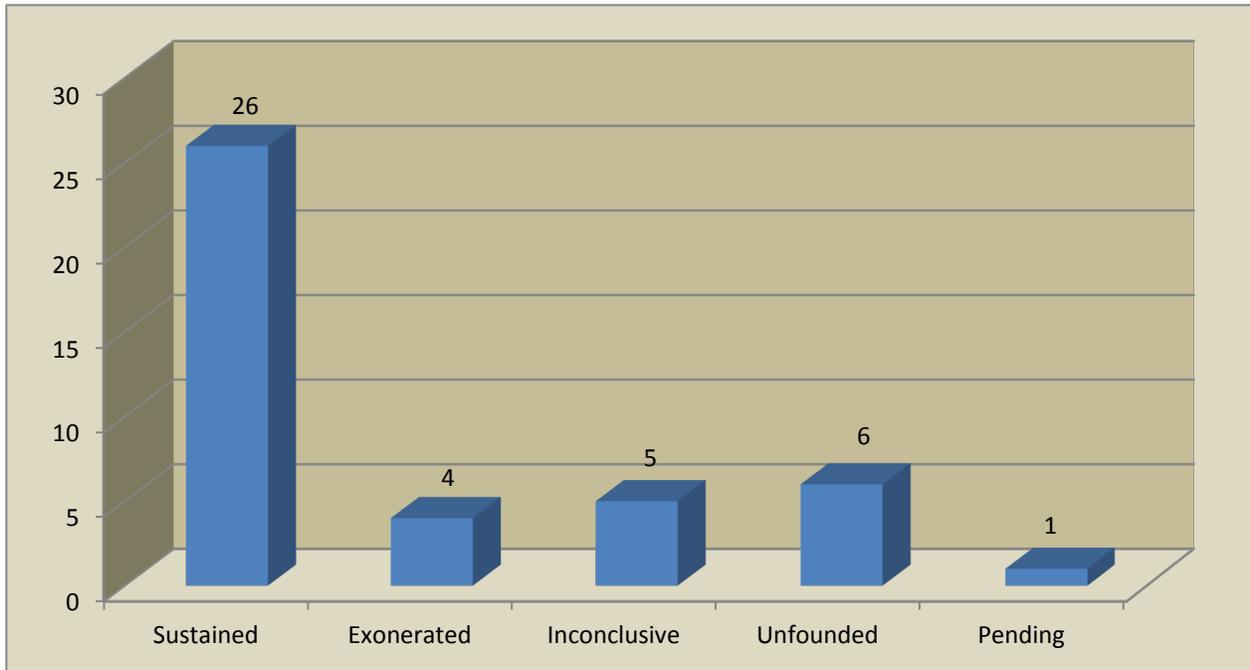


THP East Bureau	9	22%
THP West Bureau	13	31%
Drivers Services	13	31%
Legal	3	7
Protective Services	2	5
Admin Support THP	1	2
SIB	1	2
Total	42	100.0%

Divisions not mentioned within the chart had no Citizen Complaint Investigations in 2019.



Disposition of Citizen Complaint Investigations

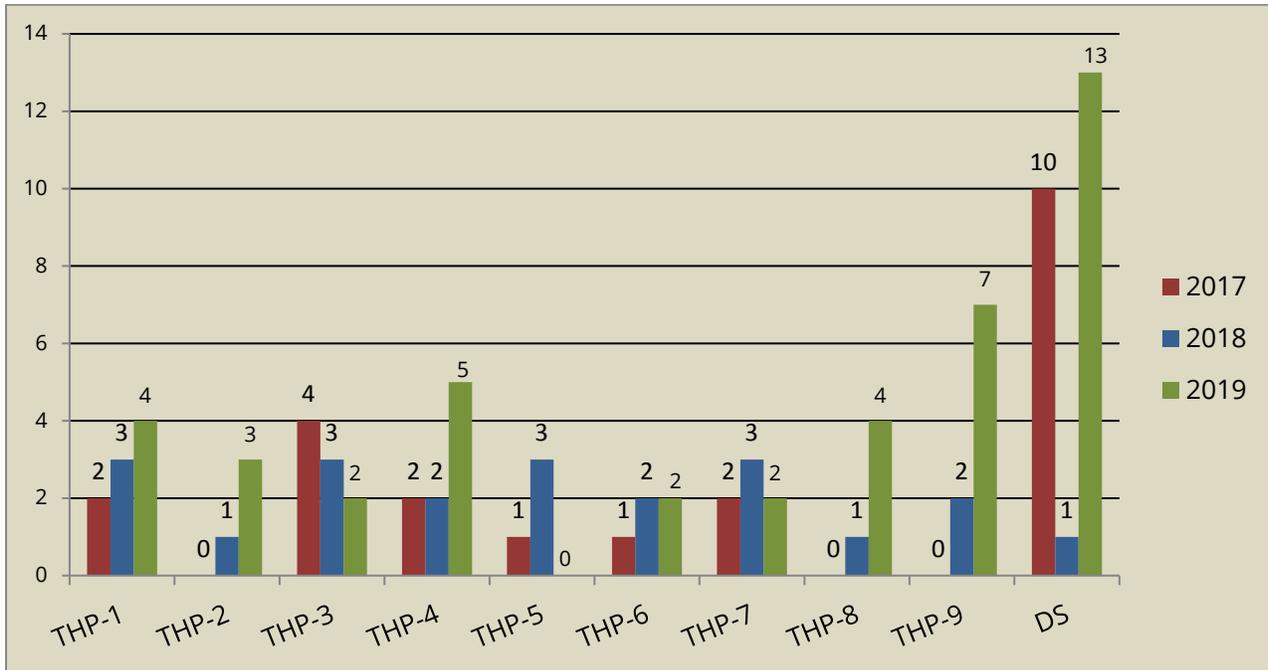


CC Case Disposition	CC Cases	CC Percentage
Sustained	26	61.90%
Exonerated	4	9.52%
Inconclusive	5	11.90%
Unfounded	6	14.3%
Pending	1	2.38%
Totals	42	100.0%

*One (1) case is pending while employee completes their conditions of employment from Human Resources.



2017-2019 Citizen Complaint Case Trend Analysis

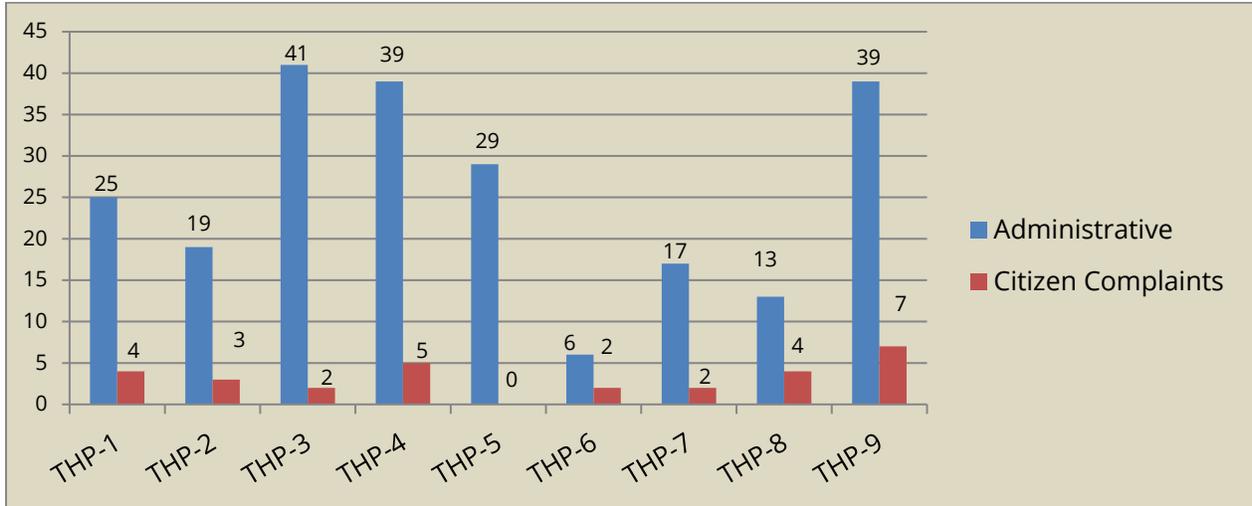


District	2017 CC Cases	2017 % of CC Cases per District	2018 CC Cases	2018 % of CC Cases per District	2019 CC Cases	2019 % of CC Cases per District	2017/2018 +/- Change Number of Cases	2017/2018 Percentage Difference	2018/2019 +/- Change Number of Cases	2018/2019 Percentage Difference
THP-1	2	9.09%	3	14.29%	4	9.53%	+1	+50%	+1	+33.33%
THP-2	0	0.0%	1	4.76%	3	7.14%	+1	+100%	+2	+200%
THP-3	4	18.18%	3	14.29%	2	4.76%	-1	-25%	-1	-33.33%
THP-4	2	9.09%	2	9.52%	5	11.90%	0	0	+3	+150%
THP-5	1	4.55%	3	14.29%	0	0%	+2	+200%	-3	-100%
THP-6	1	4.55%	2	9.52%	2	4.76%	+1	+100%	0	0%
THP-7	2	9.09%	3	14.29%	2	4.76%	+1	+50%	-1	-33.33%
THP-8	0	0.0%	1	4.76%	4	9.53%	+1	+100%	+3	+300%
THP-9	0	0.0%	2	9.52%	7	16.67%	+2	+200%	+5	+250%
DS	10	45.45%	1	4.76%	13	16.67%	-9	-90%	+12	+1200%
Totals	22	100.0%	21	100.0%	42	100%	-1	-4.54%	+21	+100%

THP-9 consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Special Programs, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Support Services, THSO, Legal, and Internal Audit.



Distribution of THP Case by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	25	9.03%	4	13.79%	29
THP-2	19	6.86%	3	10.4%	22
THP-3	41	14.80%	2	6.90%	43
THP-4	39	13.72%	5	17.24%	43
THP-5	29	10.47%	0	0%	29
THP-6	6	2.17%	2	6.90%	8
THP-7	17	6.14%	2	6.90%	19
THP-8	13	4.69%	4	13.79%	17
THP-9	39	14.08%	7	24.14%	47
Total	228	100.0%	29	100.0%	257

THP-9 consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Special Programs, Homeland Security, Human Resources, Fiscal Services, Legal, THSO, and Internal Audit.

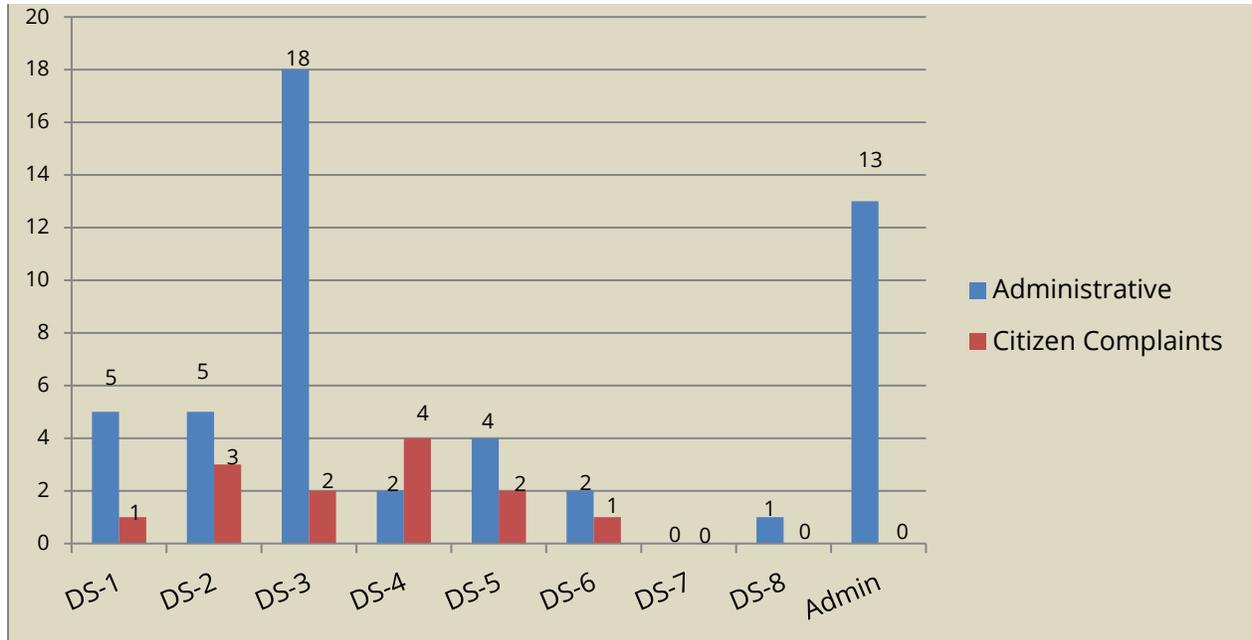


During 2019, THP saw an increase of 12.90% in Behavioral /Conduct cases, an increase of 2.12% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2018	# of AD Cases 2019	% for 2019 Total
Behavioral/Conduct	31	35	15.35%
Job Performance	189	193	84.65%
Totals	220	228	100.0%



Distribution of Driver Services Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	5	10%	1	7.69%	6
DS-2	5	10%	3	23.09%	8
DS-3	18	36%	2	15.38%	20
DS-4	2	4%	4	30.77%	6
DS-5	4	8%	2	15.38%	6
DS-6	2	4%	1	7.69%	3
DS-7	0	0%	0	0.0%	0
DS-8	1	2%	0	0.0%	1
Admin	13	26%	0	0.0%	14
Total	50	100.0%	13	100.0%	63



20 of the Administrative Investigation cases for Driver Services in 2019 were for unsatisfactory job performance; a decrease of 39.39% from 2018. Behavioral/Conduct issues accounted for 60% of Administrative Investigation cases, up 150% from 2018.

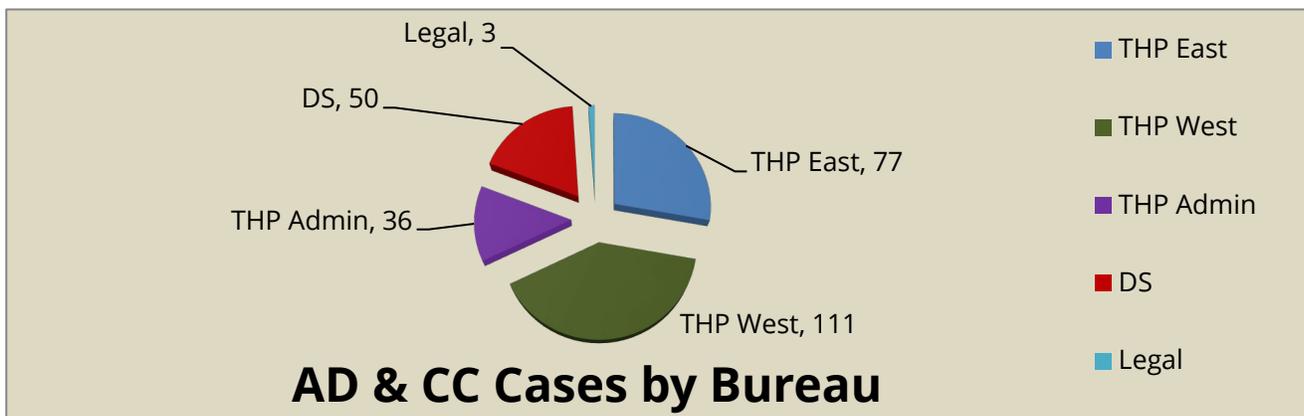
Administrative Violation Types	# of AD Cases 2018	# of AD Cases 2019	2019% of Total
Behavioral/Conduct	12	30	60%
Job Performance	33	20	40%
Totals	45	50	100.0%



Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	77	9	86
THP West	112	13	125
*THP Admin	36	4	40
DS	50	13	63
Legal	3	3	6
Totals	278	42	320

*THP Admin consists of the following: Admin. Support THP, Protective Services, Special Investigations, Fiscal Services, THP Special Operations, Admin Services Division, Field Operations, Human Resources, Communications, THSO, Special Programs, and Internal Audit & Technology Systems.



Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	AD & CC Total	Percentage Total
Sustained	266	95.67%	26	61.90%	292	91.22%
Exonerated	4	1.44%	3	7.14%	7	2.19%
Inconclusive	2	0.72%	5	11.90%	7	2.19%
Unfounded	5	1.81%	6	14.30%	11	3.45%
Pending	1	.36%	2	4.76%	3	.94%
Totals	278	100.0%	42	100.0%	320	100.0%



Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 77 suspensions during the calendar year of 2019. The distribution of these suspensions by sections and the number of days suspended is shown in the table below.

Suspensions	Driver Services	THP East Bureau	THP West Bureau	THP Admin.	Legal	Grand Total 2019	Grand Total 2018	2018/2019 +/- Change Number of Cases	2018/2019 Percentage Difference
1 Day	6	8	22	7	3	46	32	+14	+43.75%
2 Days	3	4	6	2	0	15	9	+6	+66.67%
3 Days	2	1	0	0	0	3	10	-7	-70%
5 Days	1	0	2	3	0	6	8	-2	-25%
6 Days	0	1	0	0	0	1	0	+1	+100%
10 Days	0	2	2	0	0	4	1	+3	+300%
30 Days	0	0	2	0	0	2	0	+2	+200%
Totals	12	16	34	12	3	77	64	+13	+20.31%
% of Suspensions	15.88%	20.78%	44.16%	15.58%	3.90%	100.0%			

The Department suspended 77 employees in 2019, compared to suspending 64 employees in 2018. This represents a 20.31% increase in suspensions.



Distribution of Suspensions by Unit/District

The below table illustrates a breakdown by Unit/District for the 77 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	5 Days	6 Days	10 Days	30 Days	Total Suspension	Total Percentage Suspension
DS-2	0	0	1	1	0	0	0	2	2.60%
DS-3	5	2	1	0	0	0	0	8	10.39%
DS-4	0	1	0	0	0	0	0	1	1.30%
DS-5	1	0	0	0	0	0	0	1	1.30%
Legal	3	0	0	0	0	0	0	3	3.90%
THP-1	3	1	0	0	1	0	0	5	6.49%
THP-2	4	2	1	0	0	0	0	7	9.09%
THP-3	6	0	0	1	0	0	1	8	10.39%
THP-4	7	5	0	1	0	1	1	15	19.48%
THP-5	1	1	0	0	0	2	0	4	5.19%
THP-7	6	1	0	0	0	0	0	7	9.09%
THP-8	3	0	0	0	0	1	0	4	5.19%
Admin. Support THP	7	2	0	3	0	0	0	12	15.58%
TOTALS	46	15	3	6	1	4	2	77	100.0%

In reference to this report, Admin Support THP consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, the Colonel's Office, Protective Services, Special Investigations, Fiscal Services, THP Special Operations, Admin Services Division, Field Operations, Human Resources, Communications, THSO, Special Programs, and Internal Audit & Technology Systems.



Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

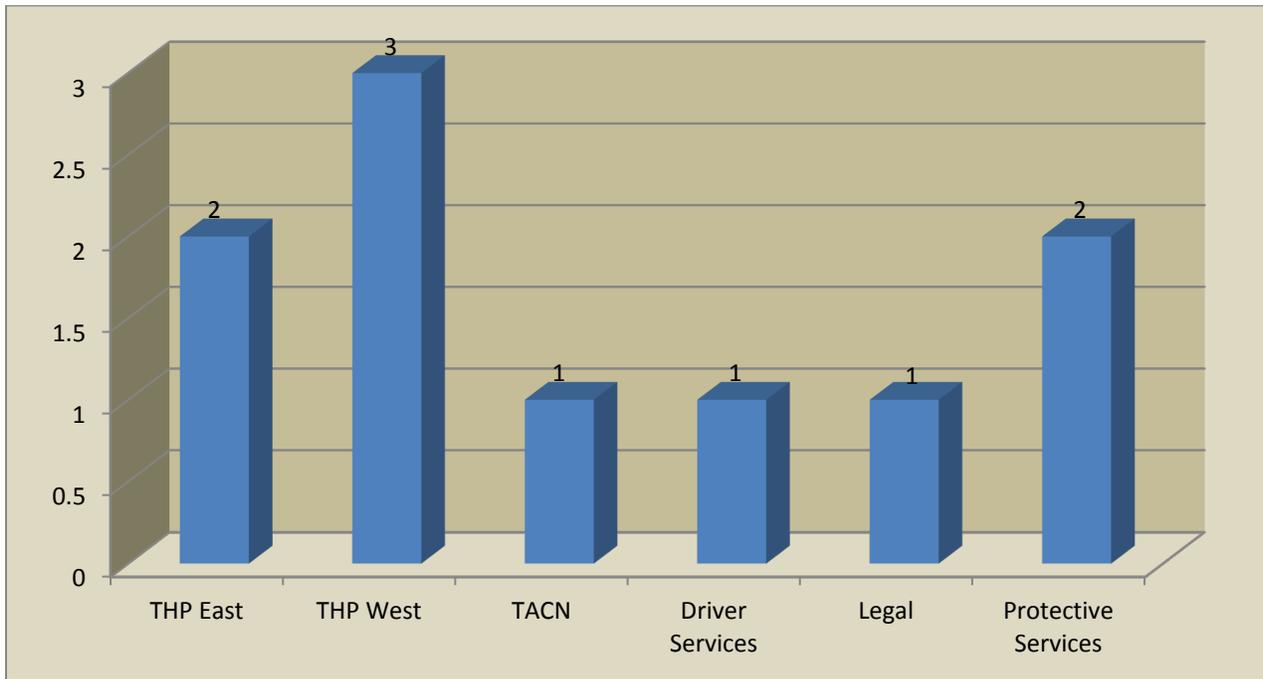
A. Terminations, Resignations & Demotions:

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	2	0	1	0	3
THP West	2	1	2	1	6
Admin. Support THP	0	3	1	0	4
Driver Services	4	3	0	0	7
Fiscal Services	0	1	0	1	2
Protective Services	0	0	1	0	1
Legal	0	0	1	0	2
Totals	8	8	6	2	24

Comparing 2018 to 2019, the Department had an decrease of 11% in Terminations (9 to 8), 50% increase in Resignations (4 to 6), 60% decrease in Demotions (5 to 2), and a 33% decrease in Probationary / Part-Time Terminations (12 to 8).



B. Discretionary Leave 2018-2019 Comparison:



During 2019, there was not a change in the number of employees placed on Discretionary Leave with Pay. Ten (10) employees were placed on Discretionary Leave with Pay in 2019, compared to ten (10) employees during 2018.



C. Appeal Hearings:

During the calendar year 2019, of the 319 cases processed by the Office of Professional Accountability, 291 cases were sustained or corroborated and the employee received disciplinary action. The Office of Professional Accountability (OPA) received eleven (11) appeals in the calendar year of 2019. Upon consultation with the Department’s Legal, and Human Resource Divisions, it was determined all of the appeals were valid. Subsequently, eleven (11) of the eighty-nine (89) appealable disciplinary actions were appealed to Step I. The original disciplinary action taken by the Department was upheld in six (6) of the eleven (11) Step 1 appeal hearings. Five (5) disciplinary actions were overturned or reduced at Step 1. Of the six (6) actions upheld at Step 1, five (5) were appealed to Step II. At Step II, all five (5) disciplinary actions were upheld. Of the eleven (11) cases, two (2) were appealable to Step III. Of the two (2) employees appealing to Step III, one (1) was upheld and one (1) is pending a Step III hearing.

See the chart below for a detailed description of employee appeals.

District	Final Appeal Decisions
SIB/4	Five-day suspension was upheld at the Step II Appeal
TACN	Two-day suspension was upheld at the Step I Appeal
DS	<ol style="list-style-type: none"> 1. Three-day suspension reduced to a two-day suspension at the Step I Appeal 2. Termination reduced to a two (2) suspension at Step I Appeal
THP - 1	<ol style="list-style-type: none"> 1. One-day suspension upheld at the Step II Appeal 2. Two-day suspension reduced to an written warning at Step I 3. Two-day suspension reduced to an oral warning at Step I 4. Six-day suspension upheld at the Step II. Step III Appeal is pending
THP - 3	Termination upheld at the Step III Appeal
THP - 7	One day suspension upheld at the Step I Appeal.
THP - 8	Ten-day suspension was reduced to a two-day suspension at Step I Appeal.



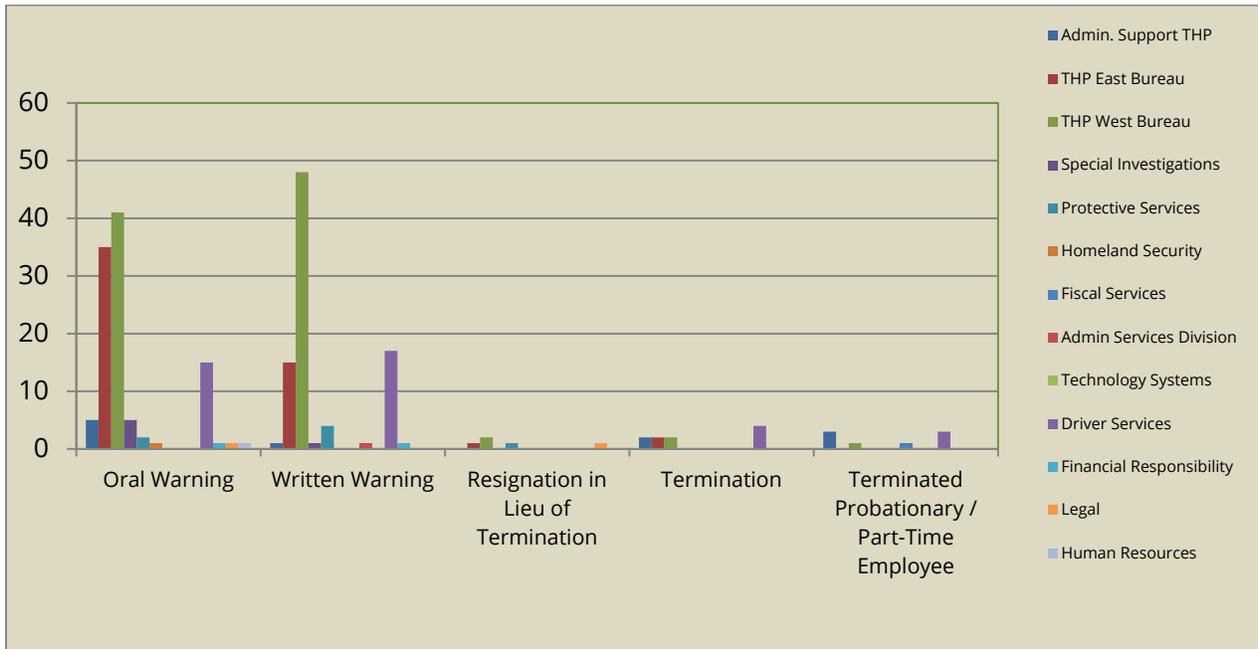
D. Written Warning Reviews:

During 2019, eighty-eight (88) written warnings were processed by the Inspectional Services Bureau. Four (4) employees' submitted a request for a written warning review. One (1) written warning was reduced to a coaching session and One (1) was reduced to an oral warning.



Other Disciplinary Actions

See the following chart along with the table on the following page for other disciplinary actions.





	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
Admin. Support THP	0	1	1	0	3	5
THP East Bureau	35	15	1	2	0	53
THP West Bureau	41	48	2	2	1	94
Special Investigations	5	1	0	0	0	6
Protective Services	2	4	1	0	0	7
Homeland Security	1	0	0	0	0	1
Human Resources	1	0	0	0	0	1
Admin Services Division	0	1	0	0	0	1
Driver Services	15	17	0	4	3	39
Financial Responsibility	1	1	0	0	0	2
Legal	1	0	1	0	0	2
Fiscal Services	0	0	0	0	1	1
Totals	102	88	6	8	8	212



Oral Warning Distribution

Financial Responsibility	1	.98%
THP East Bureau	35	34.31%
THP West Bureau	41	40.20%
SIB	5	4.90%
Homeland Security	1	.98%
Human resources	1	.98%
Legal	1	.98%
Protective Services	2	1.96%
Driver Services	15	14.71%
Total	102	100.0%

Written Warning Distribution

THP East Bureau	15	17.05%
THP West Bureau	48	54.55%
SIB	1	1.14%
Admin. Services Division	1	1.14%
Protective Services	4	4.55%
Admin. Support THP	1	1.14%
Driver Services	17	19.32%
Financial Responsibility	1	1.14%
Totals	88	100.0%

Resigned In Lieu of Termination

Protective Services	1	16.67%
THP West Bureau	2	33.33%
THP East Bureau	1	16.67%
Admin Support	1	16.67%
Legal	1	16.67%
Totals	6	100.0%

Termination Distribution

THP East Bureau	2	25%
THP West Bureau	2	25%
Driver Services	4	50%
Totals	8	100.0%

Terminated Probationary / Part-Time Employee

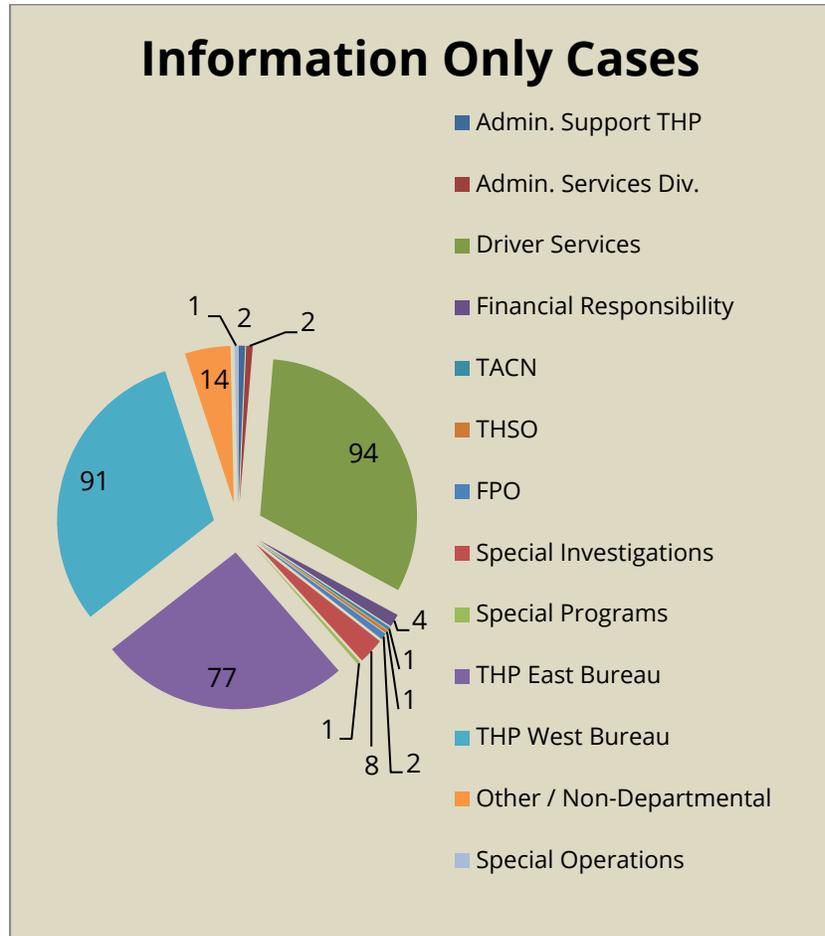
Admin. Support THP	3	37.50%
Drivers Services	3	37.50%
THP West Bureau	1	12.50%
Fiscal Services	1	12.50%
Totals	8	100.0%



Information Only Cases

The Office of Professional Accountability processed 298 Information Only (IO) cases in 2019. Cases categorized as an IO involve minor complaints, requests for information, and complaints that are non-departmental, but for informational purposes are tracked by the Department.

Unit Assigned	Amount
Admin. Support THP	2
Admin Services Div.	2
Driver Services	94
Financial Responsibility	4
TACN	1
THSO	1
FPO	2
THP East Bureau	77
THP West Bureau	91
Special Investigation	8
Special Programs	1
Special Operations	1
Other / Non-Departmental	14
Total	298



The data in the Other/Non-Departmental category includes requests for information, customer comments, and complaints that are outside the jurisdiction of the Department. Comparing 2018 to 2019, Driver Services increased by 25.64%, Highway Patrol decreased by 6.38%, and Other/Non-Departmental decreased by 5.55%. Total IO reviews increased by 4.93% in comparison to the previous year.



Departmental Pursuit Data by District

During 2019, the Department had 272 pursuits compared to 277 pursuits in 2018 which represents a 2.53% decrease. The following chart illustrates the number of vehicle pursuits by District that were initiated by either a misdemeanor or a felony.

District	Misdemeanor Initiated	Felony Initiated	Total Pursuits	Percentage
THP-1	41	5	46	16.91%
THP-2	23	3	26	9.56%
THP-3	46	5	51	18.75%
THP-4	2	5	7	2.57%
THP-5	56	6	62	22.79%
THP-6	23	5	28	10.29%
THP-7	0	12	12	4.41%
THP-8	16	5	21	7.72%
THP-9	16	3	19	6.99%
Total	223	49	272	100.00%

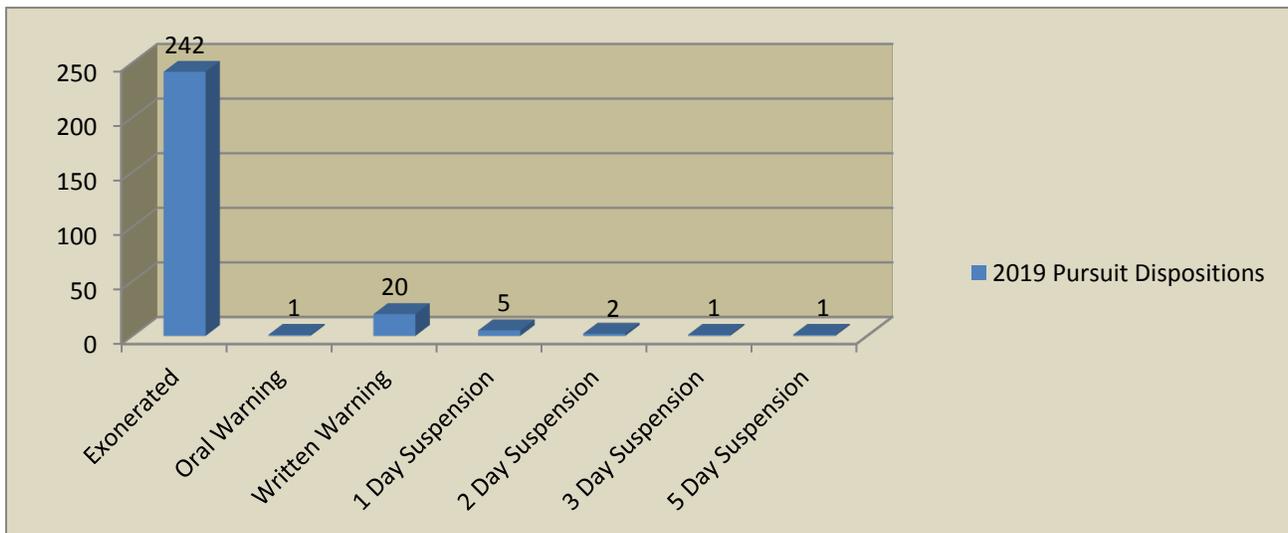
Initiated Due To	Number	Percentage
Felony BOLO	24	8.82%
Misdemeanor BOLO	13	4.78%
Erratic Driving / DUI	45	16.54%
Speeding	121	44.49%
Other Traffic Offenses	59	21.69%
Stolen Vehicle	10	3.68%
Total	272	100%



Pursuit Dispositions by District

During 2019, there were 272 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. Of the total pursuits, 242 were exonerated, and 30 received disciplinary action.

The following are the disciplinary actions taken as a result of the pursuits: (1) oral warning, (20) written warnings, five (5) one-day suspensions, two (2) two-day suspensions, one (1) three-day suspension, and one (1) five-day suspension.



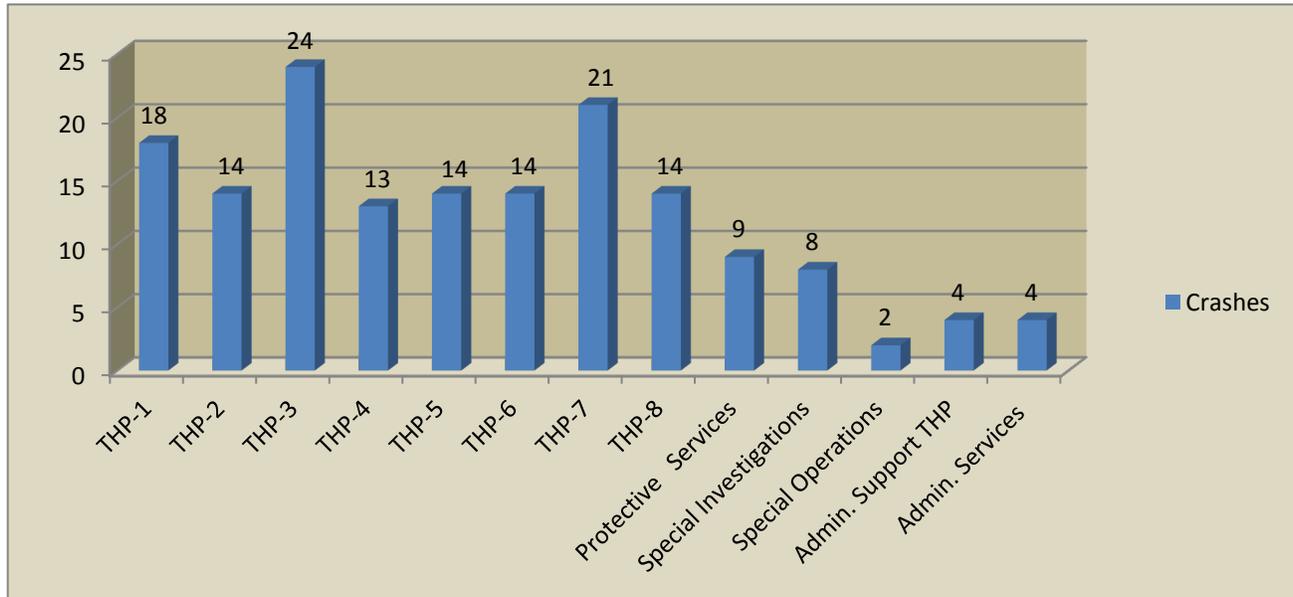


District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	5 Day Suspension	Total Pursuits
SIB	13	0	0	0	0	0	0	13
Admin Sup THP	4	0	0	0	0	0	0	4
Prot. Serv.	1	0	0	0	0	0	0	1
Special Ops	1	0	0	0	0	0	0	1
THP-1	40	0	5	0	1	0	0	46
THP-2	25	1	0	0	0	0	0	26
THP-3	44	0	3	2	0	1	1	51
THP-4	3	0	2	2	0	0	0	7
THP-5	57	0	5	0	0	0	0	62
THP-6	27	0	1	0	0	0	0	28
THP-7	11	0	0	0	7	0	0	12
THP-8	16	0	4	1	0	0	0	21
Total	242	1	20	5	2	1	1	272



Departmental Crash Data

The Department had 159 patrol car crashes in 2019 compared to 172 patrol car crashes in 2018. This represents a 7.56% decrease in crashes from the previous year. The following chart illustrates the breakdown of crashes by Districts.

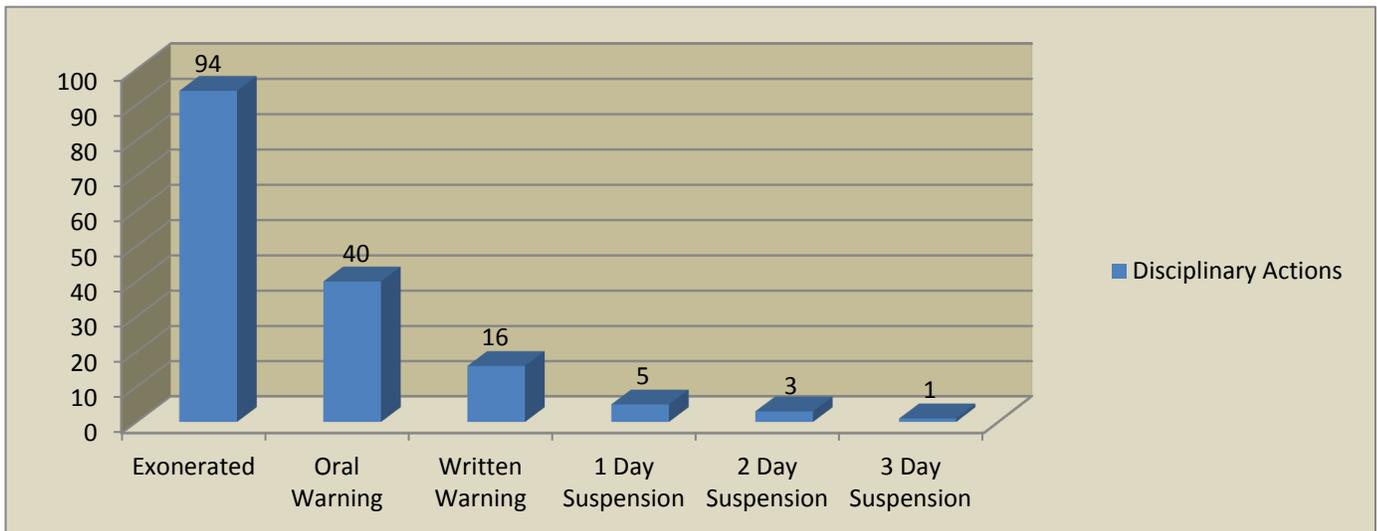


District	Total Crashes	% of Total
THP-1	18	10.47%
THP-2	14	8.14%
THP-3	24	13.95%
THP-4	13	7.56%
THP-5	14	8.14%
THP-6	14	8.14%
THP-7	21	12.21%
THP-8	14	8.14%
Protective Services	9	5.23%
Special Investigations	8	4.65%
Special Operations	2	1.16%
Admin. Support THP	4	2.33%
Admin. Services Division	4	2.33%
Total	159	100.0%



Departmental Crash Disciplinary Actions by District

During 2019, there were 159 car crashes statewide. The chart below illustrates the disposition of those crashes by District.

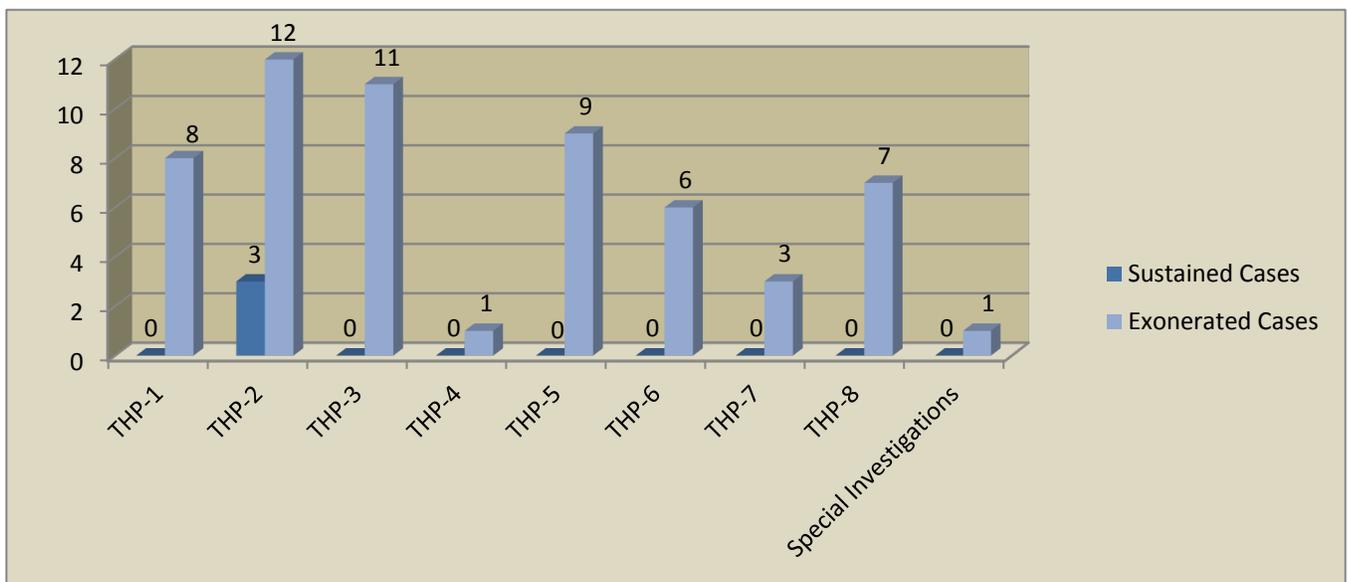


District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Terminated	Total Crashes
THP-1	15	3	3	0	0	0	0	18
THP-2	5	6	1	0	1	1	0	14
THP-3	14	8	1	1	0	0	0	24
THP-4	3	4	5	0	1	0	0	13
THP-5	5	7	1	0	1	0	0	14
THP-6	11	3	0	0	0	0	0	14
THP-7	13	4	2	2	0	0	0	21
THP-8	11	2	0	1	0	0	0	14
Special Investigations	6	1	1	0	0	0	0	8
Admin. Support THP	1	1	1	1	0	0	0	4
Admin. Services Division	4	0	0	0	0	0	0	4
Protective Services	7	1	1	0	0	0	0	9
Special Operations	2	0	0	0	0	0	0	2
Total	94	40	16	5	3	1	0	159



Use of Force Incidents

During 2019, there was 61 Use of Force (UF) incidents. This represents a 12.86% decrease compared to the 70 Use of Force (UF) incidents that occurred in 2018. Three (3) of the 61 did not comply with departmental policies and procedures. The following are disciplinary actions that resulted from those incidents: One (1) written warning, two (2) one-day suspensions, and one (1) requirement to attend tire deflation refresher training.

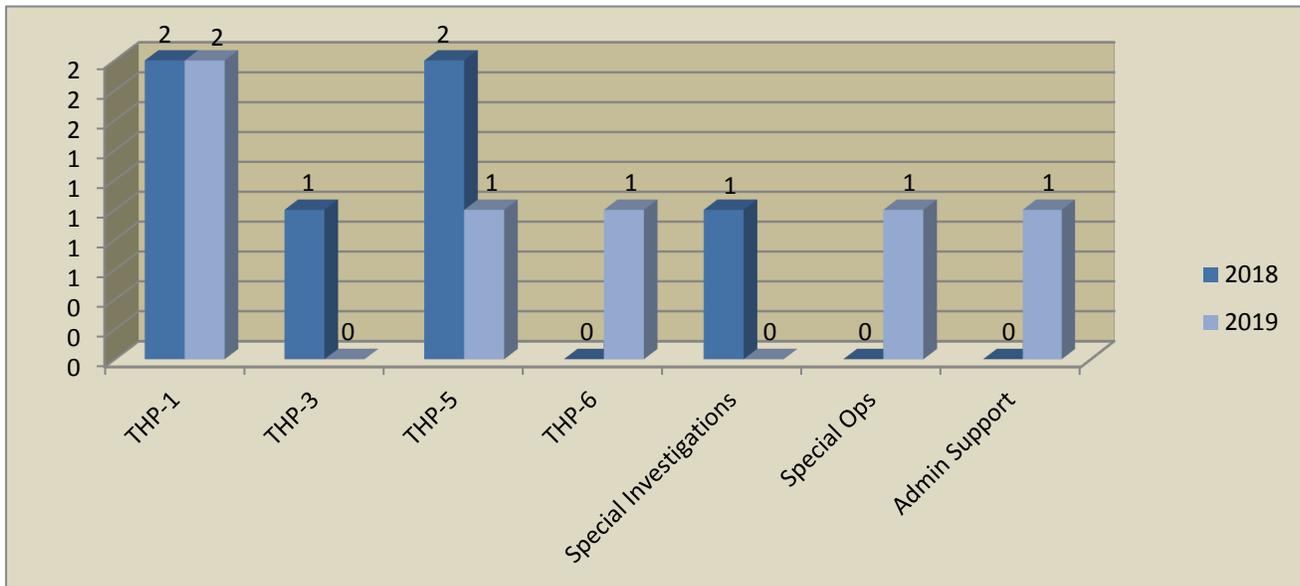


District	2018 Exonerated Cases	2018 Sustained Cases	2018 Total	2019 Exonerated Cases	2019 Sustained Cases	2019 Total	2019 % per District	2018/2019 +/- Change Number of Cases	2018/2019 % Difference
THP-1	10	2	12	8	0	8	13.11%	-4	-33.33%
THP-2	12	1	13	12	3	15	24.59%	+2	+15.38%
THP-3	7	0	7	11	0	11	18.03%	+4	+57.14%
THP-4	1	0	1	1	0	1	1.64%	0	0%
THP-5	25	1	26	9	0	9	14.75%	-17	-65.38%
THP-6	4	0	4	6	0	6	9.84%	+2	+33.33%
THP-7	2	0	2	3	0	3	4.92%	+1	+50.00%
THP-8	0	0	0	7	0	7	11.48%	+7	+700%
Special Investigations	3	1	4	1	0	1	1.64%	-3	-75%
Protective Services	1	0	1	0	0	0	0.0%	-1	-100%
Totals	65	5	70	58	3	61	100%	-9	-12.86%



Firearm Discharges

During 2019, there were a total of six (6) firearm discharge incidents. Of the incidents, two (2) involved an animal, one (1) was justified officer-involved shooting, and three (3) involved accidental discharges. The graph below illustrates the statewide distribution of firearm discharge incidents.



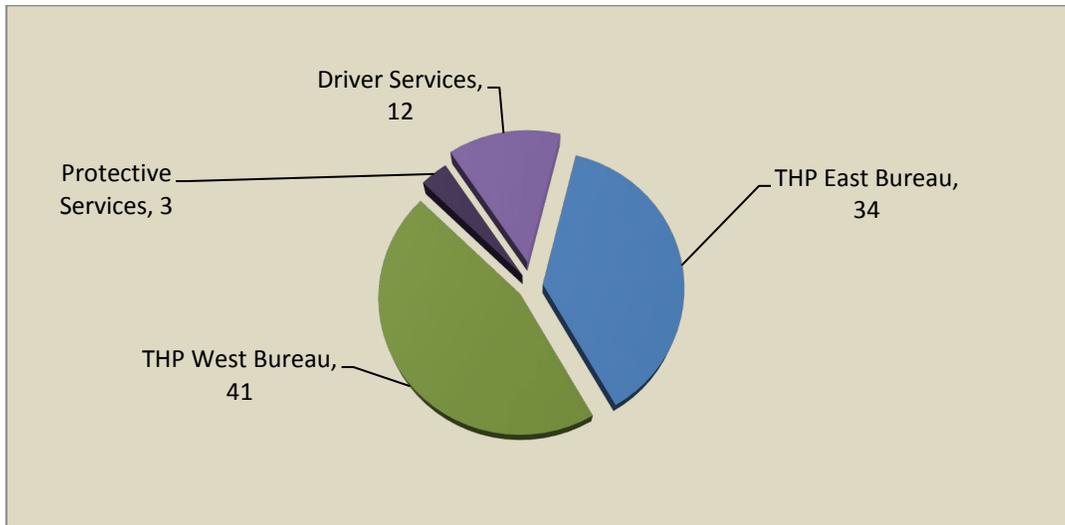
For calendar years 2018 and 2019, there were no firearms discharge incidents in Districts 2, 4, 7 and 8. During 2019, there were no firearms discharge incidents in Districts 2, 3, 4, 7, and 8.

District	Total Firearm Discharges	% Firearm Discharges
THP-1	2	33.3%
THP-5	1	16.67%
THP-6	1	16.67%
Admin Support	1	16.67%
Special Ops	1	16.67%
Total	6	100%

During 2019, the number of firearm discharges did not change from 2018. 0.0% of the firearm discharges occurred in THP West Bureau and 66% in THP East Bureau.



Early Intervention Alerts by District



In 2019, Early Intervention Alerts (90) increased by 57.89% when compared to 2018. Of all Early Intervention Alerts, 75 (83.33%) occurred in the Tennessee Highway Patrol, 3 (3.33%) occurred in Protective Services and 12 (13.33%) in Driver Services.

District	Alerts	% of Alerts
THP-1	10	11.11%
THP-2	7	7.78%
THP-3	17	18.89%
THP-4	18	20.00%
THP-5	17	18.89%
THP-6	0	0%
THP-7	3	3.33%
THP-8	3	3.33%
Protective Services	3	3.33%
Driver Services	12	13.33%
Total Alerts	90	100%



Workplace Harassment Complaints

In July 2019, the Department entered a Memorandum of Understanding (MOU) with the Tennessee Department of Human Resources (DOHR), to investigate Employee Workplace Harassment and Illegal Discrimination allegations. All complaints received by OPA after July 1, 2019, were referred to the DOHR for review/investigation.

During the calendar year of 2019, the Office of Professional Accountability received 25 Workplace Harassment and Illegal Discrimination complaints. This was a 19% increase when compared to the 21 complaints the Department received in 2018. After consulting with the Department's Legal, Human Resource Divisions, and DOHR, it was determined that all of these complaints met the criteria to be investigated under the Department's Workplace Harassment and Illegal Discrimination policy or legislation covering bullying. The following data provides the disposition of the complaints received this year:

- Sixteen (16) were categorized as *Not Corroborated*.
- Nine (9) were categorized as *Corroborated* and their results are below.
 - One (1) Oral Warning
 - One (1) Oral Warning and respectful workplace training
 - One (1) written warning and respectful workplace training
 - One (1) termination
 - One (1) third party contractor removed from training for Department
 - Four (4) mandated training requirements