

2021



# 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 2021 – December 2021.



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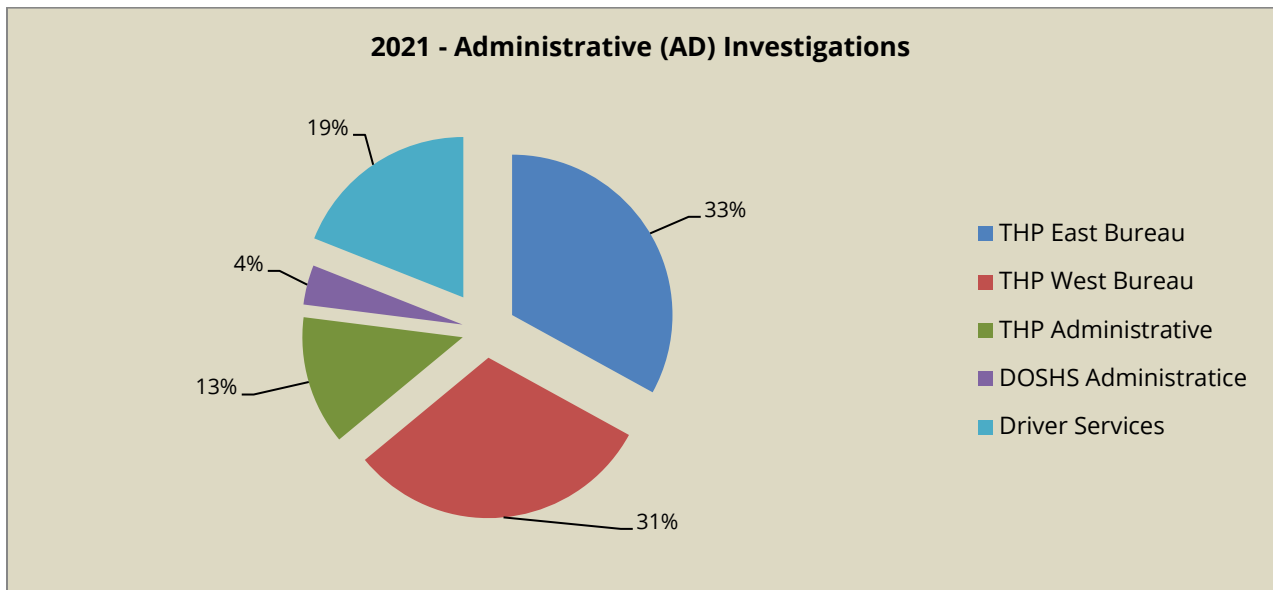
**Reference Notes:**

- In reference to this report, “THP Administrative” consists of the following: Admin. Support THP (Colonel’s Office, O.P.A., R.P.&D., Recruitment and Accreditation, Special Programs and CVE Admin, Support Services – Supply/Fleet, TITAN, Training Center, Motorcycle Education, D.A.R.E., and K-9), Protective Services (Capitol Protection, Executive Protection, and Facility Protection), Special Investigations (C.I.D., C.I.R.T., Interdication Plus, Special Operations, and Aviation).
- In reference to this report, “DOSHS Administrative” consists of the following: Commissioner’s Office, Public Affairs, Audio/Video, TACN/Dispatch, Credit Union, Facility Management/Capitol Budget, Fiscal, Handgun Permits, Homeland Security, Human Resources, Learning and Development, Internal Audit, Legal, STS – Technology Systems, Information Processing Center, TEMA, and THSO.
- In reference to this report, “Admin” consists of the following: THP Administrative and DOSHS Administrative.
- In reference to this report, “Driver Services” consists of the following: Driver Services Centers and Driver Services Administrative (Financial Responsibility, Special Handling, A-List, Document Verification Unit, Compliance, Central Issuance, C.D.L. Division, and D.T.T.P).

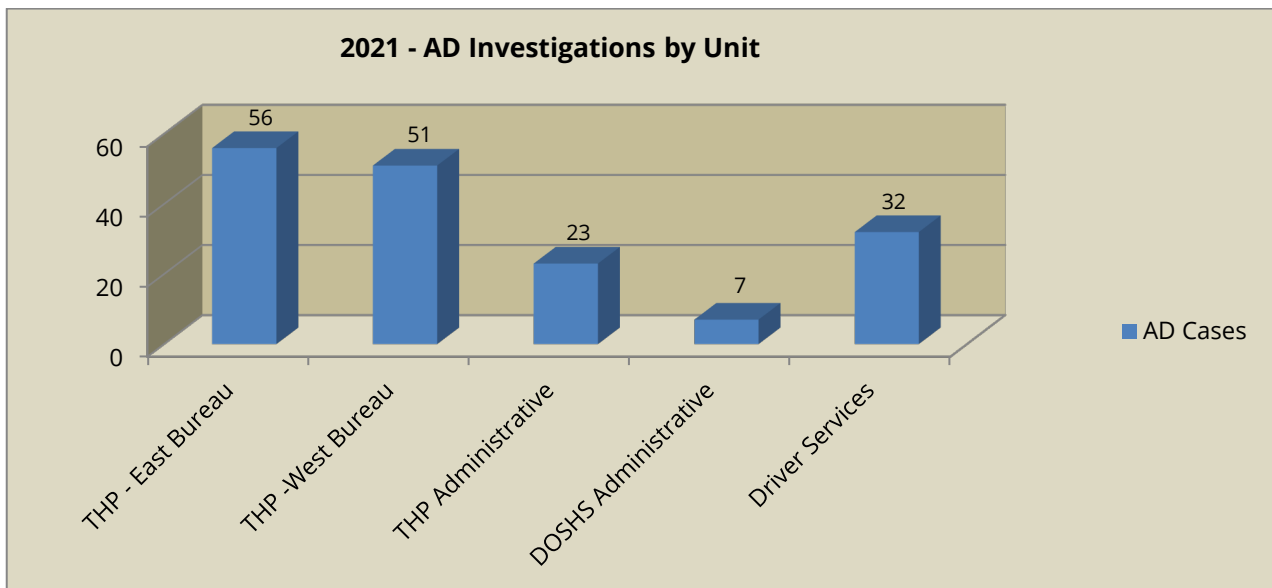


## **Administrative Investigations (AD)**

The Office of Professional Accountability (OPA) processed 169 Administrative Investigations (AD) in 2021. The distributions of AD cases are as follows: THP East Bureau 33%, THP West Bureau 31%, THP Administrative 13%, DOSHS Administrative 4%, and Driver Services 19%. Of the 169 cases, the OPA completed 40 (24%) investigations and the field completed 129 (76%) investigations. Refer to the below chart, graphs, and tables on the following pages for a breakdown of the distribution and disposition of all AD cases.



## **Statewide Distribution of Administrative Investigations by Unit**



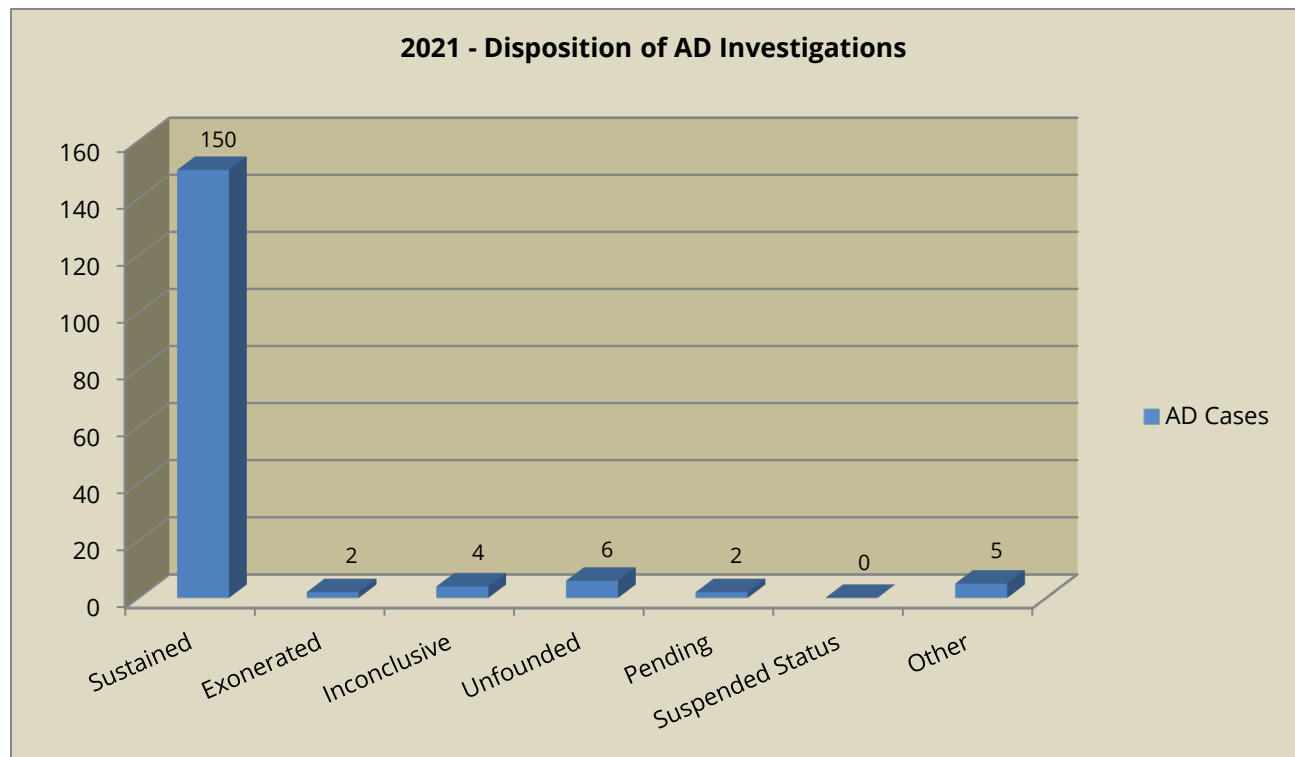


AD Investigations by Unit		
THP - East Bureau	56	33%
THP -West Bureau	51	31%
THP Administrative	23	13%
DOSHS Administrative	7	4%
Driver Services	32	19%
<b>Total</b>	<b>169</b>	<b>100%</b>

AD - THP Administrative Unit		
Admin Support	12	52%
Protective Services	5	22%
THP Special Operations	0	0%
Admin Services Division	0	0%
Special Investigations	5	22%
Special Programs	0	0%
OPA	1	4%
<b>Total</b>	<b>23</b>	<b>100%</b>

AD - DOSHS Administrative Unit		
Legal	1	14%
Technology Systems	0	0%
Homeland Security	1	14%
Handgun Permits	3	43%
Fiscal Services	0	0%
TACN	2	29%
Support Services	0	0%
Human Resources	0	0%
Internal Audit	0	0%
THSO	0	0%
<b>Total</b>	<b>7</b>	<b>100%</b>

### Disposition of Administrative Investigation Cases



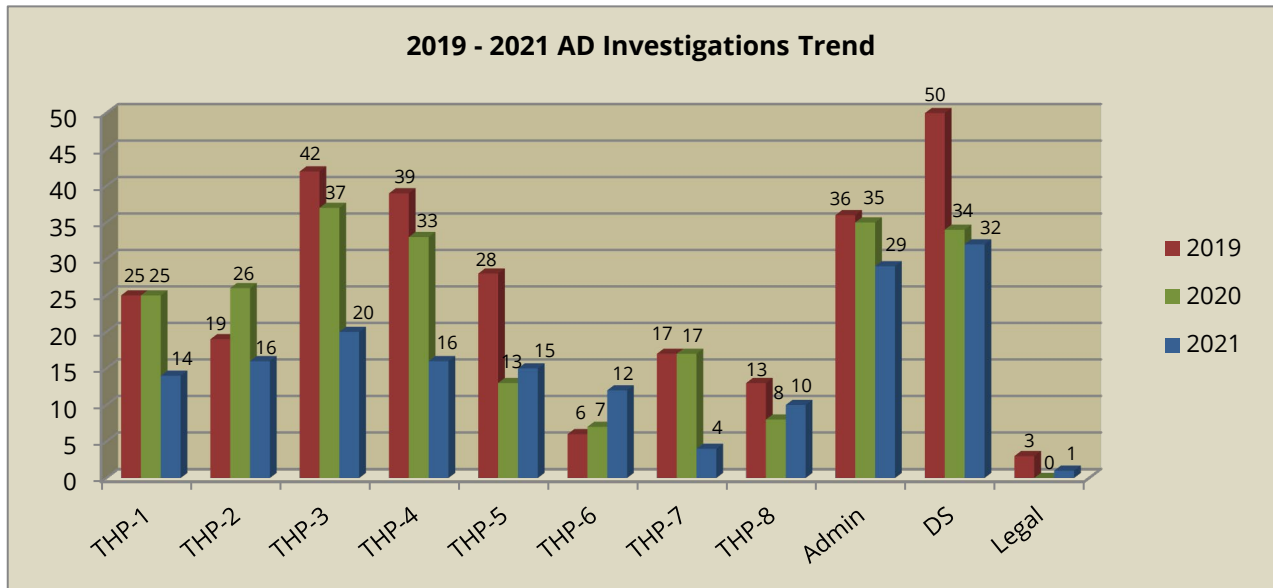


AD Case Disposition	AD Cases	Percent
Sustained	150	89%
Exonerated	2	1%
Inconclusive	4	2%
Unfounded	6	4%
Pending	2	1%
Suspended Status	0	0%
Other	5	3%
<b>Total</b>	<b>169</b>	<b>100%</b>

The five (5) cases classified as “Other” are due to employees who went for Fitness for Duty evaluations or received non-discipline coaching sessions.

### **2019-2021 Administrative Case Trend Analysis**

During 2021, the Department saw a 28.08% decrease in Administrative Cases when compared to 2020. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.

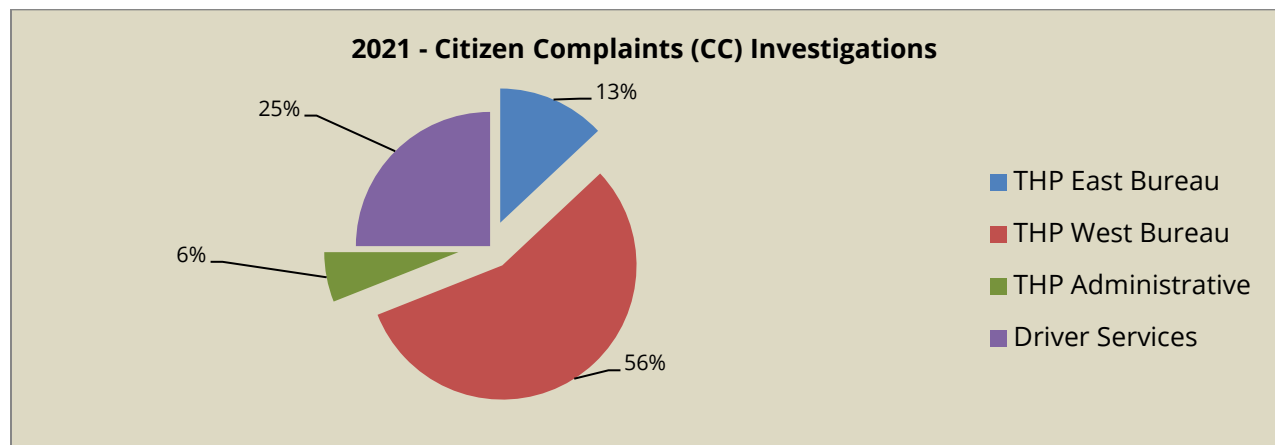




District	2019 AD Cases	2019 % of AD Cases per District	2020 AD Cases	2020 % of AD Cases per District	2021 AD Cases	2021 % of AD Cases per District	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference	2020/2021 +/- Change Number of Cases	2020/2021 Percent Difference
THP-1	25	8.99%	25	10.64%	14	8.28%	0	0.00%	-11	-44.00%
THP-2	19	6.83%	26	11.06%	16	9.47%	+7	36.84%	-10	-38.46%
THP-3	42	15.11%	37	15.75%	20	11.83%	-5	-11.90%	-17	-45.94%
THP-4	39	14.03%	33	14.04%	16	9.47%	-6	-15.38%	-17	-51.51%
THP-5	28	10.07%	13	5.53%	15	8.88%	-15	-53.57%	+2	15.38%
THP-6	6	2.16%	7	2.98%	12	7.10%	+1	16.66%	+5	71.42%
THP-7	17	6.12%	17	7.23%	4	2.37%	0	0.00%	-13	-76.47%
THP-8	13	4.68%	8	3.41%	10	5.92%	-5	-38.46%	+2	25.00%
Admin	36	12.95%	35	14.89%	29	17.16%	-1	-2.77%	-6	-17.14%
DS	50	17.98%	34	14.47%	32	18.93%	-16	-32.00%	-2	-5.88%
Legal	3	1.08%	0	0.00%	1	0.59%	-3	-100.00%	+1	100.00%
<b>Totals</b>	<b>278</b>	<b>100%</b>	<b>235</b>	<b>100%</b>	<b>169</b>	<b>100%</b>	<b>-43</b>	<b>-15.47%</b>	<b>-66</b>	<b>-28.08%</b>

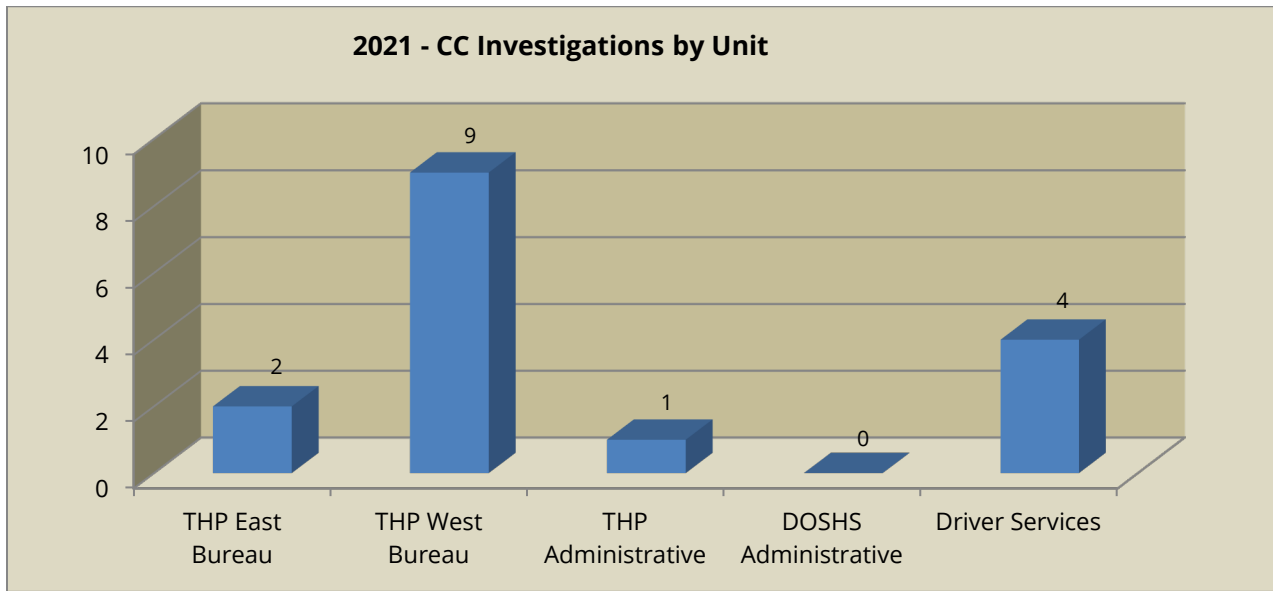
## Citizen Complaints (CC) Investigations

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 Office of Professional Accountability (OPA) processed 16 Citizen Complaints (CC) in 2021. The distributions of CC cases are as follows: THP East Bureau 13%, THP West Bureau 56%, THP Administrative 6%, and Driver Services 25%. DOSHS Administrative did not have any citizen complaint investigations during this reporting period. Of the 16 cases, the OPA completed 3 (18.75%) investigations and the field completed 13 (81.25%) investigations. Refer to the below chart, graphs, and tables on the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.





## Statewide Distribution of Citizen Complaints by Unit



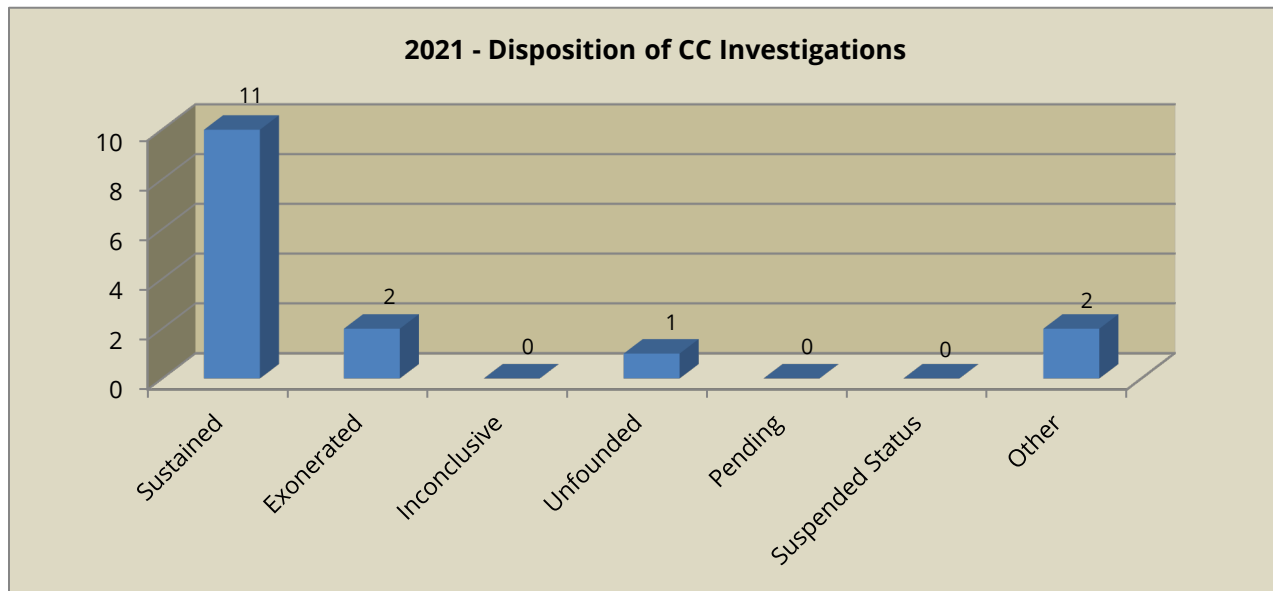
CC Investigations by Unit		
THP - East Bureau	2	13%
THP - West Bureau	9	56%
THP Administrative	1	6%
DOSHS Administrative	0	0%
Driver Services	4	25%
<b>Total</b>	<b>16</b>	<b>100%</b>

CC - THP Administrative Unit		
Admin Support	0	0%
Protective Services	0	0%
THP Special Operations	0	0%
Admin Services Division	0	0%
Special Investigations	0	0%
Special Programs	1	100%
<b>Total</b>	<b>1</b>	<b>100.0%</b>





## Disposition of Citizen Complaint Investigations

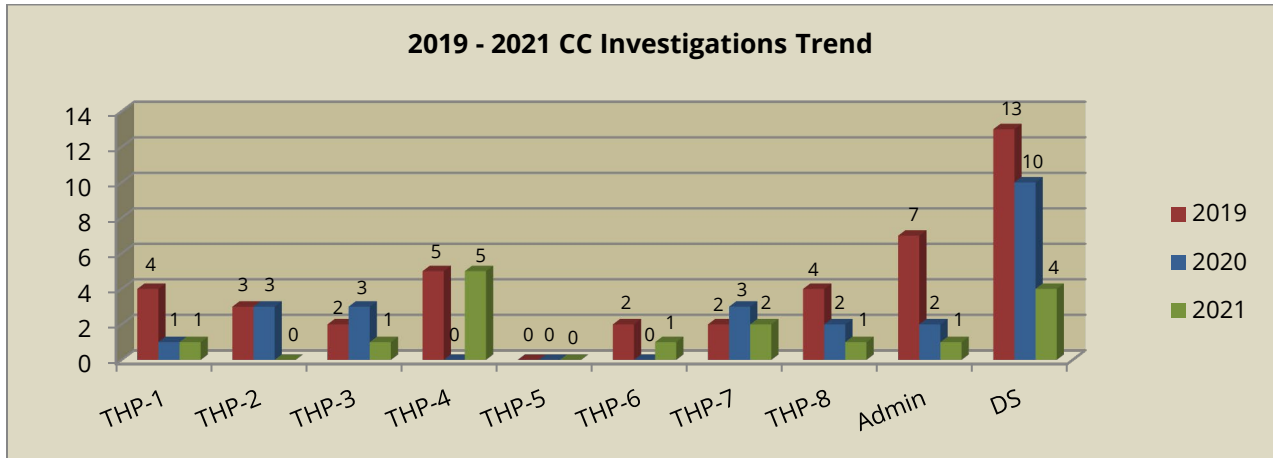


CC Case Disposition	CC Cases	Percent
Sustained	11	62%
Exonerated	2	13%
Inconclusive	0	0%
Unfounded	1	6%
Pending	0	6%
Suspended Status	0	0%
Other	2	13%
<b>Total</b>	<b>16</b>	<b>100%</b>

The two (2) dispositions categorized as “other” were addressed with documented coaching sessions with the employees.

## 2019 - 2021 Citizen Complaint Case Trend Analysis

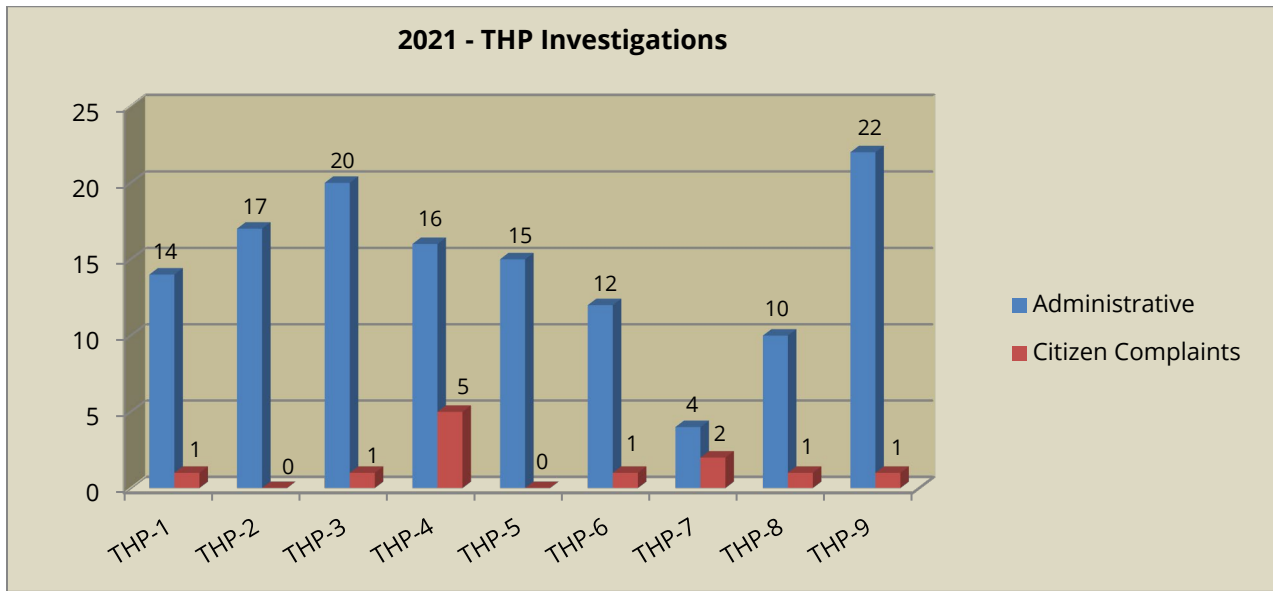
During 2021, the Department saw a 33.33% decrease in Citizen Complaints when compared to 2020. Refer to the below graph for a breakdown of the distribution and disposition of all Citizen Complaint cases.



District	2019 CC Cases	2019 % of CC Cases per District	2020 CC Cases	2020 % of CC Cases per District	2021 CC Cases	2021 % of CC Cases per District	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference	2020/2021 +/- Change Number of Cases	2020/2021 Percent Difference
THP-1	4	9.53%	1	4.17%	1	6.25%	-3	-75.00%	0	0.00%
THP-2	3	7.14%	3	12.50%	0	0.00%	0	0.00%	-3	-100.00%
THP-3	2	4.76%	3	12.50%	1	6.25%	+1	50.00%	-2	-66.67%
THP-4	5	11.90%	0	0.00%	5	31.25%	-5	-100.00%	+5	+500.00%
THP-5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
THP-6	2	4.76%	0	0.00%	1	6.25%	-2	-100.00%	+1	+100.00%
THP-7	2	4.76%	3	12.50%	2	12.50%	+1	50.00%	-1	-33.33%
THP-8	4	9.53%	2	8.33%	1	6.25%	-2	-50.00%	-1	-50.00%
Admin	7	16.67%	2	8.33%	1	6.25%	-5	-71.42%	-1	-50.00%
DS	13	16.67%	10	41.67%	4	25.00%	-3	-23.07%	-6	-60.00%
<b>Totals</b>	<b>42</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>-18</b>	<b>-42.85%</b>	<b>-8</b>	<b>-33.33%</b>



## Distribution of THP Case by District



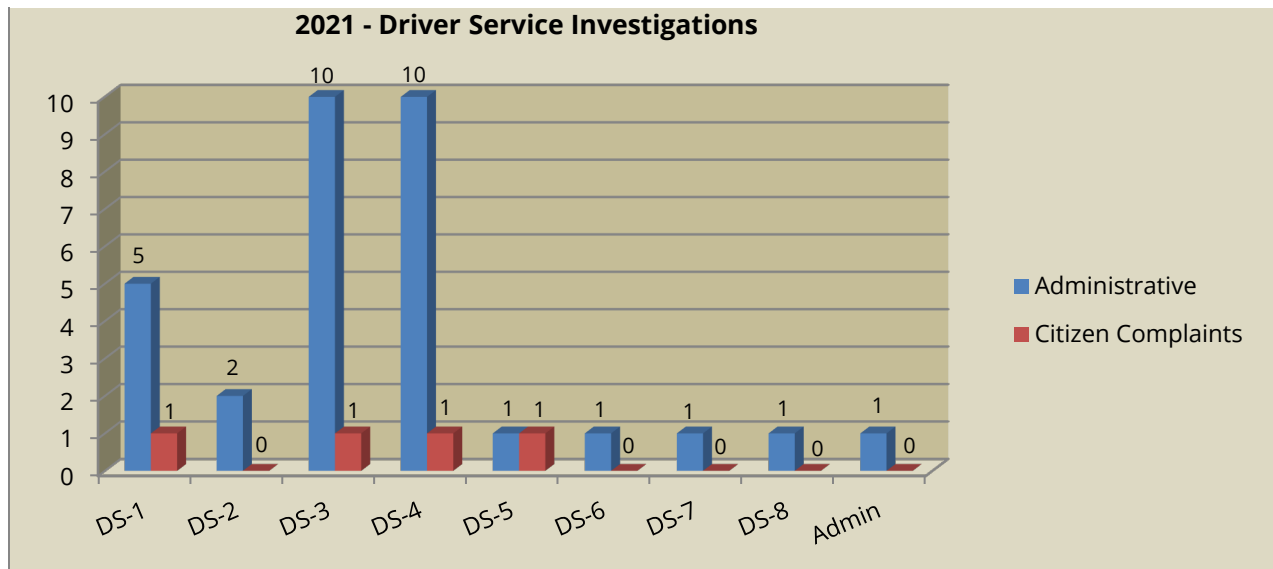


District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	14	10.77%	1	8.33%	15
THP-2	17	13.08%	0	0%	17
THP-3	20	15.38%	1	8.33%	21
THP-4	16	12.31%	5	41.67%	21
THP-5	15	11.54%	0	0%	15
THP-6	12	9.23%	1	8.33%	13
THP-7	4	3.08%	2	16.68%	6
THP-8	10	7.69%	1	8.33%	11
THP Administrative	22	16.92%	1	8.33%	23
<b>Total</b>	<b>130</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>142</b>

During 2021, THP saw a decrease of 4.55% in Behavioral/Conduct cases, and a decrease of 35.5% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2020	# of AD Cases 2021	% for 2021 Total
Behavior/Conduct	22	21	16.15%
Job Performance	169	109	83.85%
<b>Totals</b>	<b>191</b>	<b>130</b>	<b>100%</b>

### Distribution of Driver Services Cases by District



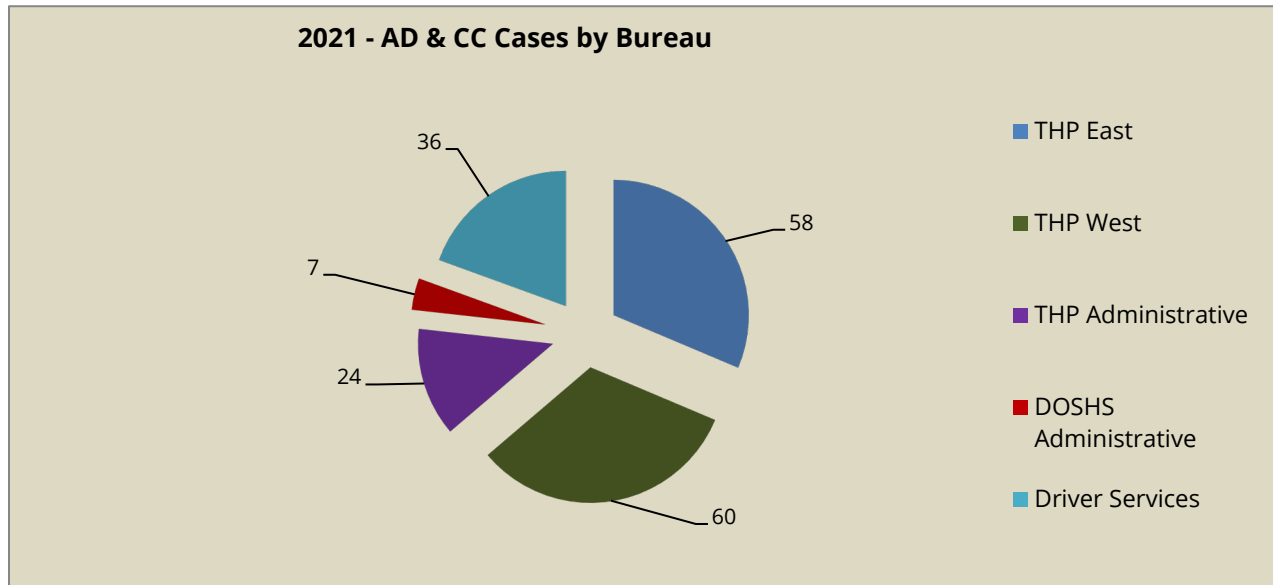


District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	5	16%	1	25%	6
DS-2	2	7%	0	0%	2
DS-3	10	31%	1	25%	11
DS-4	10	31%	1	25%	11
DS-5	1	3%	1	25%	2
DS-6	1	3%	0	0%	1
DS-7	1	3%	0	0%	1
DS-8	1	3%	0	0%	1
Admin	1	3%	0	0%	0
<b>Total</b>	<b>32</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>36</b>

During 2021, Driver Services saw an increase of 83.33% in Behavioral/Conduct cases, and a decrease of 25% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2020	# of AD Cases 2021	2021 % of Total
Behavioral/Conduct	6	11	34.38%
Job Performance	28	21	65.62%
<b>Totals</b>	<b>34</b>	<b>32</b>	<b>100%</b>

### **Combined Overview of AD-CC Case Distribution & Dispositions**





Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	56	2	58
THP West	51	9	60
THP Administrative	23	1	24
DOSHS Administrative	7	0	7
Driver Services	32	4	36
<b>Totals</b>	<b>169</b>	<b>16</b>	<b>185</b>

Case Disposition	AD Cases	AD Percent	CC Cases	CC Percent	AD & CC Total	Percent Total
Sustained	150	89%	10	62%	160	86.49%
Exonerated	2	1%	2	13%	4	2.16%
Inconclusive	4	2%	0	0%	4	2.16%
Unfounded	6	4%	1	6%	7	3.78%
Pending	2	1%	1	6%	3	1.63%
Suspended Status	0	0%	0	0%	0	0%
Other	5	3%	2	13%	7	3.78%
<b>Totals</b>	<b>169</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>185</b>	<b>100%</b>

### Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 33 suspensions during the calendar year of 2021. The distribution of these suspensions by sections and the number of days suspended is shown in the table below.

Suspensions	THP East Bureau	THP West Bureau	THP Admin.	DOSHS Admin.	Driver Service	Grand Total 2021	Grand Total 2020	2020/2021 +/- Change Number of Cases	2020/2021 Percent Difference
1 Day	4	9	1	0	2	16	30	-14	-46.667%
2 Days	2	2	2	1	3	10	13	-3	-23.076%
3 Days	1	0	0	0	0	1	6	-5	-83.333%
5 Days	0	1	1	0	3	5	3	+2	+66.66%
6 Days	0	0	0	0	0	0	0	0	0.00%
10 Days	1	0	0	0	0	1	0	+1	+100.00%
30 Days	0	0	0	0	0	0	0	0	0.00%
<b>Totals</b>	<b>8</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>33</b>	<b>52</b>	<b>-19</b>	<b>-36.538%</b>
<b>% of Suspensions</b>	<b>24.24%</b>	<b>36.36%</b>	<b>12.12%</b>	<b>3.04%</b>	<b>24.24%</b>	<b>100%</b>			

The Department suspended 33 employees in 2021, compared to suspending 52 employees in 2020. This represents a 36.54% decrease in suspensions.



## **Distribution of Suspensions by Unit/District**

The below table illustrates a breakdown by Unit/District for the 33 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-1	0	2	0	1	0	0	0	3	9.09%
DS-2	0	0	0	0	0	0	0	0	0.00%
DS-3	1	1	0	1	0	0	0	3	9.09%
DS-4	0	0	0	1	0	0	0	1	3.03%
DS-5	1	0	0	0	0	0	0	1	3.03%
DS-6	0	0	0	0	0	0	0	0	0.00%
DS-7	0	0	0	0	0	0	0	0	0.00%
DS-8	0	0	0	0	0	0	0	0	0.00%
DS - Financial Responsibility	0	0	0	0	0	0	0	0	0.00%
THP-1	2	0	1	0	0	0	0	3	9.09%
THP-2	1	1	0	0	0	0	0	2	6.06%
THP-3	0	0	0	0	0	0	0	0	0.00%
THP-4	6	1	0	1	0	0	0	8	24.25%
THP-5	1	1	0	0	0	1	0	3	9.09%
THP-6	0	0	0	0	0	0	0	0	0.00%
THP-7	1	0	0	0	0	0	0	1	3.03%
THP-8	2	1	0	0	0	0	0	3	9.09%
THP Admin	1	2	0	1	0	0	0	4	12.12%
DOSHS Admin	0	1	0	0	0	0	0	1	3.03%
<b>TOTALS</b>	<b>16</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>33</b>	<b>100%</b>

## **Termination, Resignation, Demotion, Discretionary Leave & Appeal Data**

### **A. Terminations, Resignations & Demotions:**

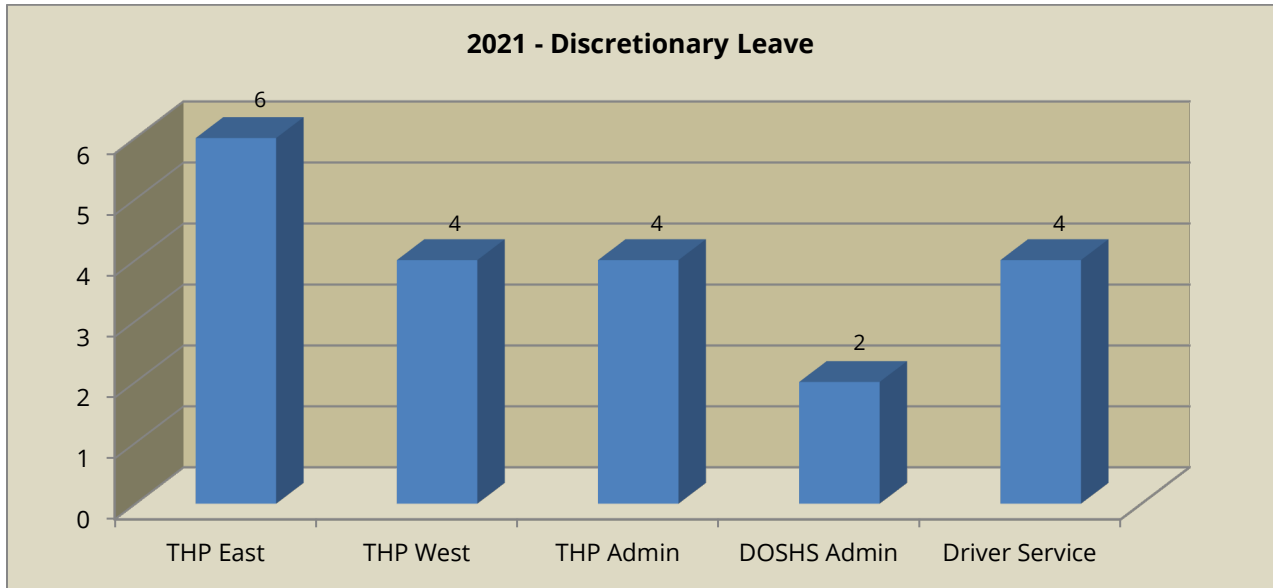
Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	1	0	2	0	3
THP West	1	2	0	0	3
THP Admin	0	7	1	1	9
DOSHS Admin	1	0	0	1	2
Driver Services	2	7	2	0	11
<b>Totals</b>	<b>5</b>	<b>16</b>	<b>5</b>	<b>2</b>	<b>28</b>

Comparing 2020 to 2021, the Department had a decrease of 70.6% in Preferred Service employee Terminations (17 to 5), a 11.1% decrease in Probationary / Part-Time employee



Terminations (18 to 16), a 66.7% increase in Resignations (3 to 5), and no increase/decrease in Demotions (2 to 2).

**B. Discretionary Leave 2020-2021 Comparison:**



During 2021, there was a 5.3% increase in the number of employees placed on Discretionary Leave with Pay. Twenty (20) employees were placed on Discretionary Leave with Pay in 2021, compared to nineteen (19) employees during 2020.

**C. Appeal Hearings:**

During calendar year 2021, there were a combined total of one hundred ninety-four (194) Administrative Investigations, Citizen Complaints, and Workplace Harassment cases processed by the Office of Professional Accountability. Of the 194, one hundred sixty-one (161) cases were sustained or corroborated, and the employee received disciplinary action. Forty (40) of the disciplinary actions were appealable. The Office of Professional Accountability (OPA) received seven (7) Step I Disciplinary Appeal Requests in calendar year 2021. Upon consultation with the Department’s Legal and Human Resource Divisions, it was determined that all seven (7) were valid. Subsequently, seven (7) Step I Appeal Discussions were held. The original disciplinary action taken by the Department was upheld in six (6) of these discussions and reduced in one (1) of the discussions. Two (2) of the seven (7) were then appealed to Step II. At Step II, the two (2) disciplinary actions were upheld. Of the two (2) upheld at Step II, one (1) appealed to Step III. At Step III, the one (1) employee withdrew their appeal request prior to the hearing. There is one (1) case that was submitted for Step II appeal on June 16, 2022. The Step II Decision is pending.





During calendar year 2021, there was a 30.6% decrease in disciplinary actions issued from the previous year. During calendar year 2020, the Department issued two hundred thirty-two (232) disciplinary actions. Of the two hundred thirty-two (232) in calendar year 2020, fifteen (15) employees appealed their disciplinary action.

See the chart below for a detailed description of employee appeals for calendar year 2021.

District	Final Appeal Decisions
THP - 3	1. Termination was upheld during the Step I Appeal (AD2021-0127). The employee did not qualify for a Step II Appeal. It was determined after the Step I Appeal that the employee was still on probation when terminated.
THP - 9	1. 2-day suspension was upheld during the Step I Appeal (AD2021-0149/0150). The employee has submitted a Step II Appeal request and the appeal and decision are pending.
DS - 1	1. 5-day suspension was reduced to a 2-day suspension at the Step I Appeal (AD2021-0054). The employee did not file a Step II Appeal. 2. 2-day suspension was upheld at the Step II Appeal. The employee did not qualify for a Step III Appeal (WH2021-0001).
DS - 3	1. 2-day suspension was upheld at the Step I Appeal. The employee did not file a Step II Appeal request (AD2021-0009).
DS - 4	1. Termination was upheld at the Step II Appeal. The employee filed a Step III Appeal but was allowed to resign in lieu of termination prior to the Step III Appeal hearing (AD2021-0040).
DOSHS Admin	1. Demotion was upheld at the Step I Appeal. The employee did not file a Step II Appeal request (WH2021-0007).

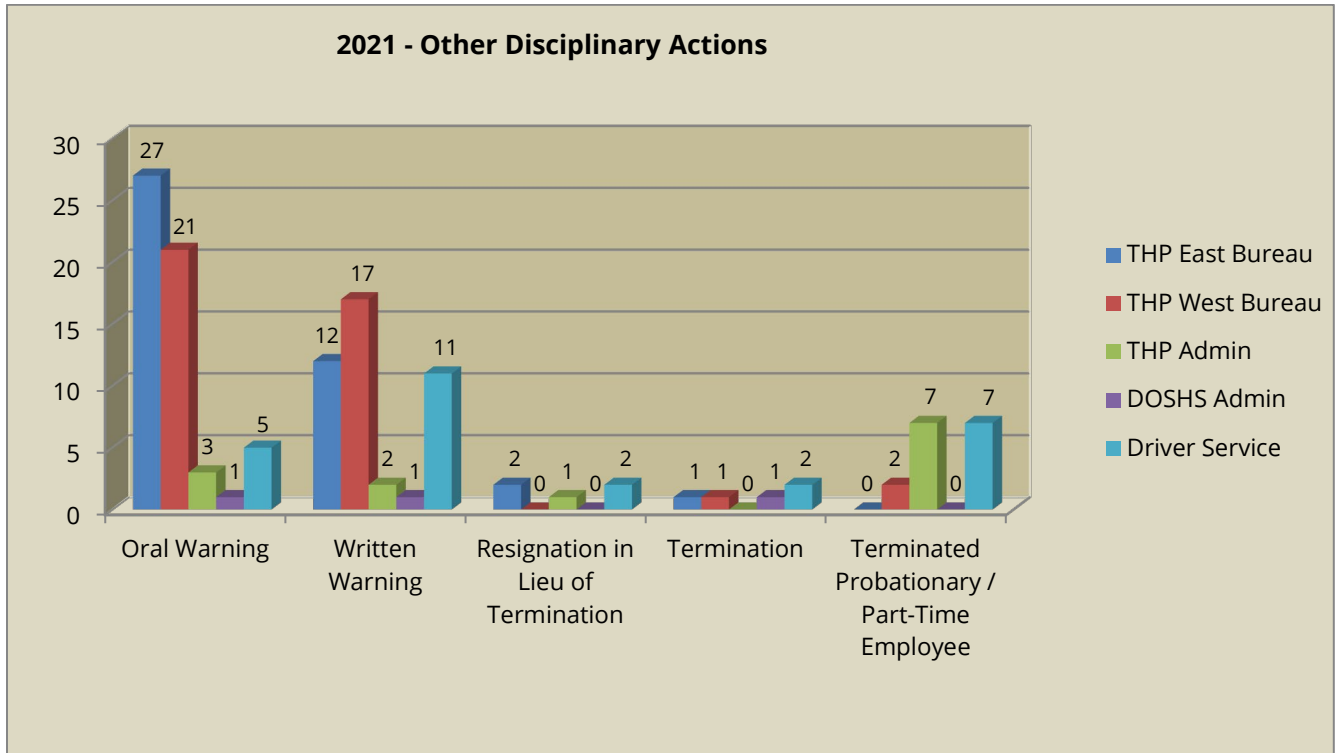
**D. Written Warning Reviews:**

During 2021, 43 Written Warnings were processed by the Office of Professional Accountability and issued to employees. None of the employees submitted a request for a written warning review.



## Other Disciplinary Actions

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



Bureau	Oral Warning	Written Warning	Resigned In Lieu of Termination	Terminated Preferred Service Employees	Terminated Probationary / Part-Time Employee	Total
THP East Bureau	27	12	2	1	0	42
THP West Bureau	21	17	0	1	2	41
THP Admin	3	2	1	0	7	13
DOSHS Admin	1	1	0	1	0	3
Driver Services	5	11	2	2	7	27
<b>Totals</b>	<b>57</b>	<b>43</b>	<b>5</b>	<b>5</b>	<b>16</b>	<b>126</b>



Oral Warning Distribution		
THP – East Bureau	27	47.37%
THP – West Bureau	21	36.84%
THP Administrative	3	5.26%
DOSHS Administrative	1	1.76%
Driver Services	5	8.77%
<b>Total</b>	<b>57</b>	<b>100.0%</b>

Written Warning Distribution		
THP – East Bureau	12	27.91%
THP – West Bureau	17	39.53%
THP Administrative	2	4.65%
DOSHS Administrative	1	2.33%
Driver Services	11	25.58%
<b>Total</b>	<b>43</b>	<b>100.0%</b>

Resign in Lieu of Termination Distribution		
THP – East Bureau	2	40.00%
THP – West Bureau	0	0.00%
THP Administrative	1	20.00%
DOSHS Administrative	0	0.00%
Driver Services	2	40.00%
<b>Total</b>	<b>5</b>	<b>100.0%</b>

Preferred Service Employee Termination Distribution		
THP – East Bureau	1	20.00%
THP – West Bureau	1	20.00%
THP Administrative	0	0.00%
DOSHS Administrative	1	20.00%
Driver Services	2	40.00%
<b>Total</b>	<b>5</b>	<b>100.0%</b>

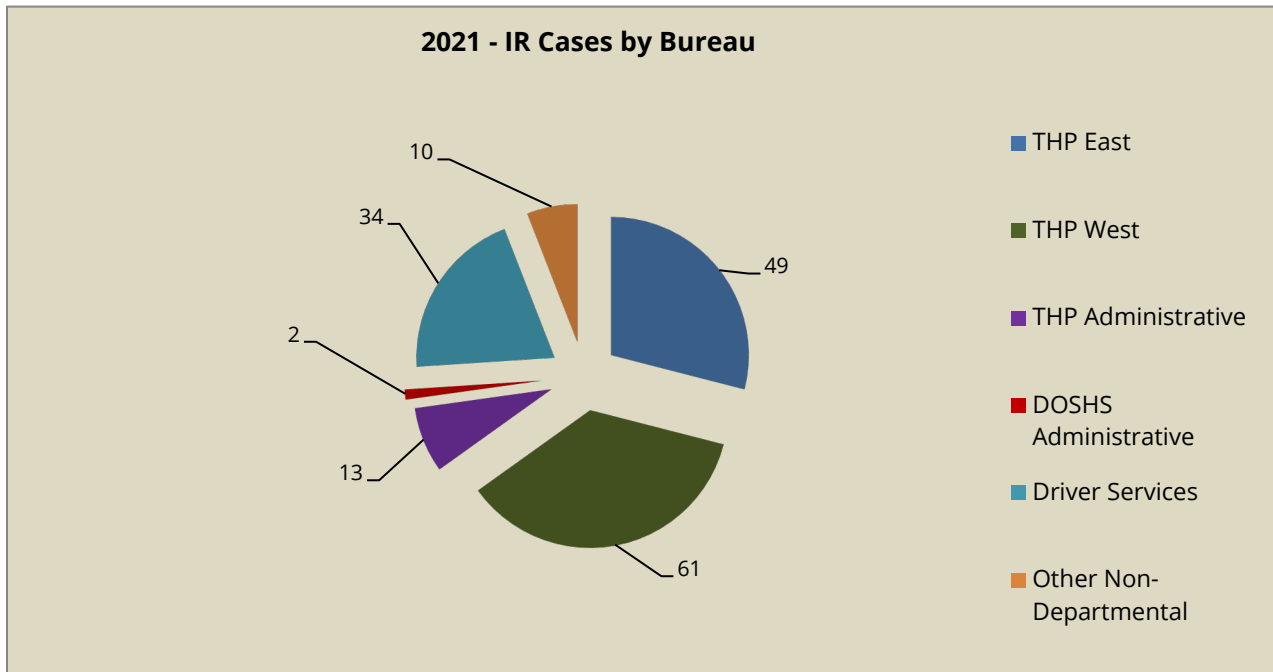
Probationary/Part-Time Termination Distribution		
THP – East Bureau	0	0.00%
THP – West Bureau	2	12.50%
THP Administrative	7	43.75%
DOSHS Administrative	0	0.00%
Driver Services	7	43.75%
<b>Total</b>	<b>16</b>	<b>100.0%</b>

There were six (6) THP cadets and one (1) ASA that are included in the THP Administrative section of Probationary/Part-Time Termination Distribution.



## Information Review (IR) Cases

The Office of Professional Accountability processed 169 Information Review (IR) cases in 2021. Cases categorized as an IR involve minor complaints, requests for information, and complaints that are non-departmental but are tracked by the Office of Professional Accountability.



IR Cases by Unit			
Unit Assigned	2020	2021	2021 Percent
THP - East Bureau	47	49	28.99%
THP -West Bureau	43	61	36.09%
THP Administrative	11	13	7.69%
DOSHS Administrative	2	2	1.19%
Driver Services	73	34	20.12%
Other / Unknown / Non-Departmental	4	10	5.92%
<b>Total</b>	<b>180</b>	<b>169</b>	<b>100%</b>

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 2020 to 2021, THP increased by 21.78%, DOSHS Administrative did not decrease nor increase, Driver Services decreased by 53.42%, and Other/Non-Departmental increased by 150%. Total IR reviews decreased by 6.11% in comparison to the previous year.



## Departmental Pursuit Data by District

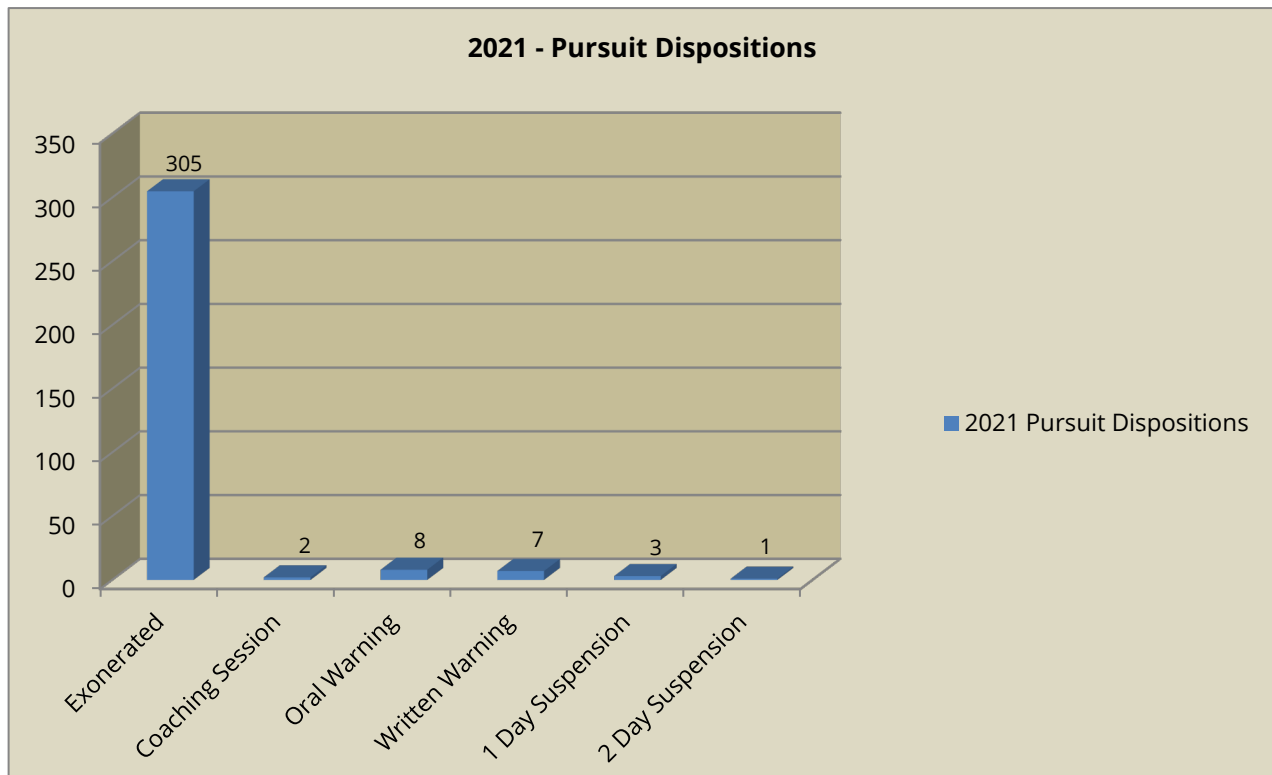
During 2021, the Department had 323 pursuits compared to 281 pursuits in 2020 which represents a 14.95% increase. The following chart illustrates the number of vehicle pursuits by District.

District	Misdemeanor Initiated	Felony Initiated	Total Pursuits	Percentage
THP-1	26	1	27	8.36%
THP-2	62	8	70	21.67%
THP-3	58	8	66	20.44%
THP-4	10	0	10	3.09%
THP-5	55	14	69	21.36%
THP-6	29	3	32	9.91%
THP-7	9	4	13	4.03%
THP-8	21	5	26	8.05%
THP-9	8	2	10	3.09%
<b>Total</b>	<b>278</b>	<b>45</b>	<b>323</b>	<b>100.00%</b>

Initiated Due To	Number	Percentage
Felony / BOLO	36	11.14%
Felony / Stolen Vehicle	5	1.55%
Felony / Other (Criminal Offenses)	4	1.24%
Misdemeanor / BOLO	22	6.81%
Misdemeanor / Erratic Driving / DUI	53	16.41%
Misdemeanor / Other (Criminal Offenses)	2	0.62%
Misdemeanor / Other Traffic Offenses	59	18.27%
Misdemeanor / Speeding	142	43.96%
<b>Total</b>	<b>323</b>	<b>100%</b>



## Pursuit Dispositions by District



During 2021, there were 323 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. Of the total pursuits, 305 were within policy, and 18 were not within policy. Nineteen (19) employees received discipline and two (2) employees received documented coaching sessions regarding the 18 pursuits that were not within policy.

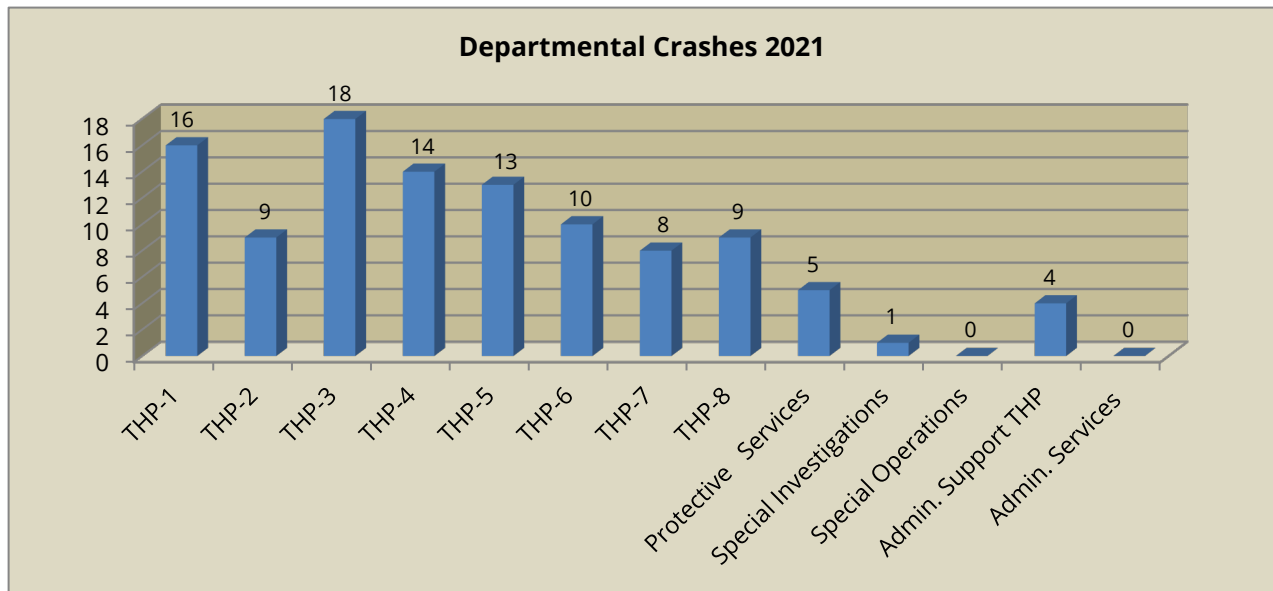
Below are the disciplinary actions and coachings for the pursuits not within policy: (8) oral warnings, (7) written warnings, (3) one-day suspensions, and (1) two-day suspension.

District	Exonerated Pursuit	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	Total Discipline
SIB	6	0	0	0	0	0	0
Admin Sup THP	3	0	0	0	0	0	0
Prot. Serv.	1	0	0	0	0	0	1
Special Ops	0	0	0	0	0	0	0
THP-1	26	0	0	0	1	0	0
THP-2	66	0	4	1	0	0	5
THP-3	65	1	1	0	0	0	1
THP-4	6	0	0	3	1	0	5
THP-5	65	0	3	0	0	1	4
THP-6	30	1	0	2	0	0	1
THP-7	12	0	0	0	1	0	1
THP-8	25	0	0	1	0	0	1
<b>Total</b>	<b>305</b>	<b>2</b>	<b>8</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>21</b>



## Departmental Crash Data

The Department had 107 patrol car crashes in 2021, compared to 146 patrol car crashes in 2020. This represents a 26.71% decrease in crashes from the previous year. Of the total crashes, 61 were within policy, and 46 were not within policy. The following chart illustrates the breakdown of crashes by Districts.

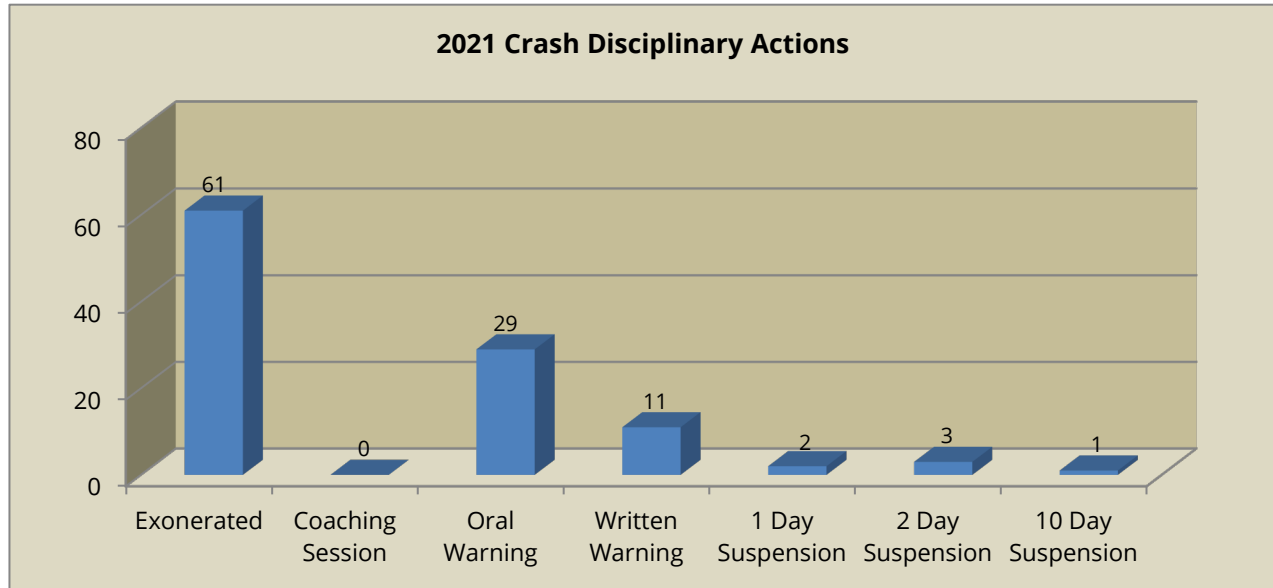


District	Total Crashes	% of Total
THP-1	16	14.95%
THP-2	9	8.41%
THP-3	18	16.82%
THP-4	14	13.08%
THP-5	13	12.15%
THP-6	10	9.35%
THP-7	8	7.48%
THP-8	9	8.41%
Protective Services	5	4.67%
Special Investigations	1	0.94%
Special Operations	0	0.00%
Admin. Support THP	4	3.74%
Admin. Services Division	0	0.00%
<b>Total</b>	<b>107</b>	<b>100%</b>



## Departmental Crash Disciplinary Actions by District

The chart below illustrates the disposition of those crashes that were not within policy and the disciplinary action issued for each crash.



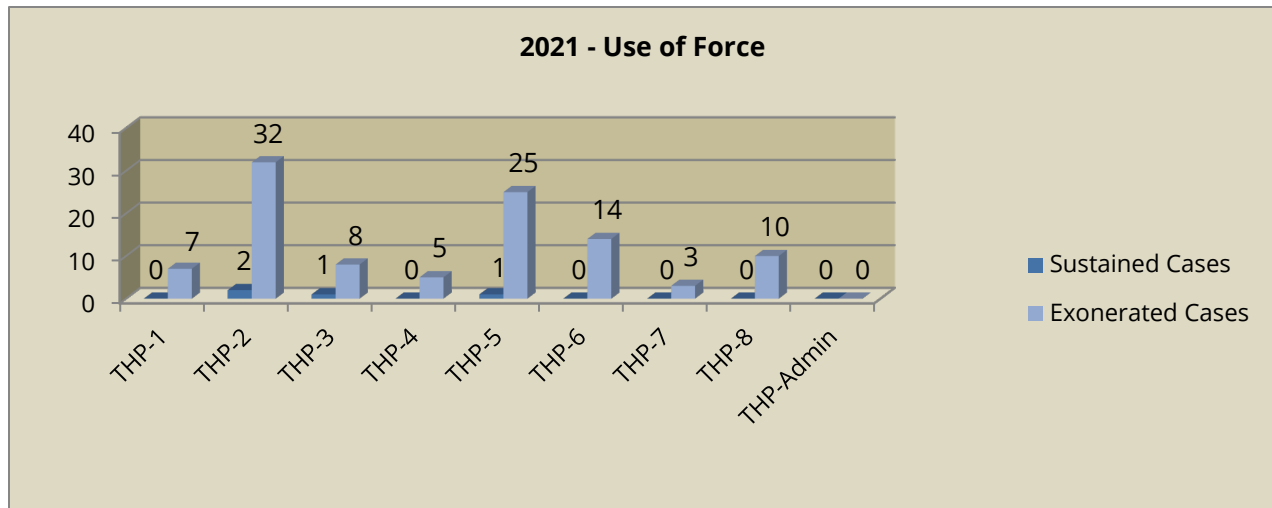
District	Exonerated	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	10 Day Suspension	Total Discipline
SIB	1	0	0	0	0	0	0	0
Admin. Support	2	0	2	0	0	0	0	2
Admin. Services	0	0	0	0	0	0	0	0
Protective Services	3	0	1	0	0	1	0	2
Special Ops.	0	0	0	0	0	0	0	0
THP-1	9	0	3	3	1	0	0	7
THP-2	5	0	2	2	0	0	0	4
THP-3	10	0	6	2	0	0	0	8
THP-4	8	0	4	2	0	0	0	6
THP-5	6	0	4	1	0	1	1	7
THP-6	5	0	4	1	0	0	0	5
THP-7	7	0	1	0	0	0	0	1
THP-8	5	0	2	0	1	1	0	4
<b>Total</b>	<b>61</b>	<b>0</b>	<b>29</b>	<b>11</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>46</b>





## Use of Force Incidents

During 2021, there were 108 Use of Force (UF) incidents. This represents a 6.93% increase compared to the 101 Use of Force (UF) incidents that occurred in 2020. Four (4) of the 108 incidents were not within policy. The following are disciplinary actions that resulted from those incidents: one (1) coaching session, one (1) oral warning, one (1) written warning, and one (1) termination.

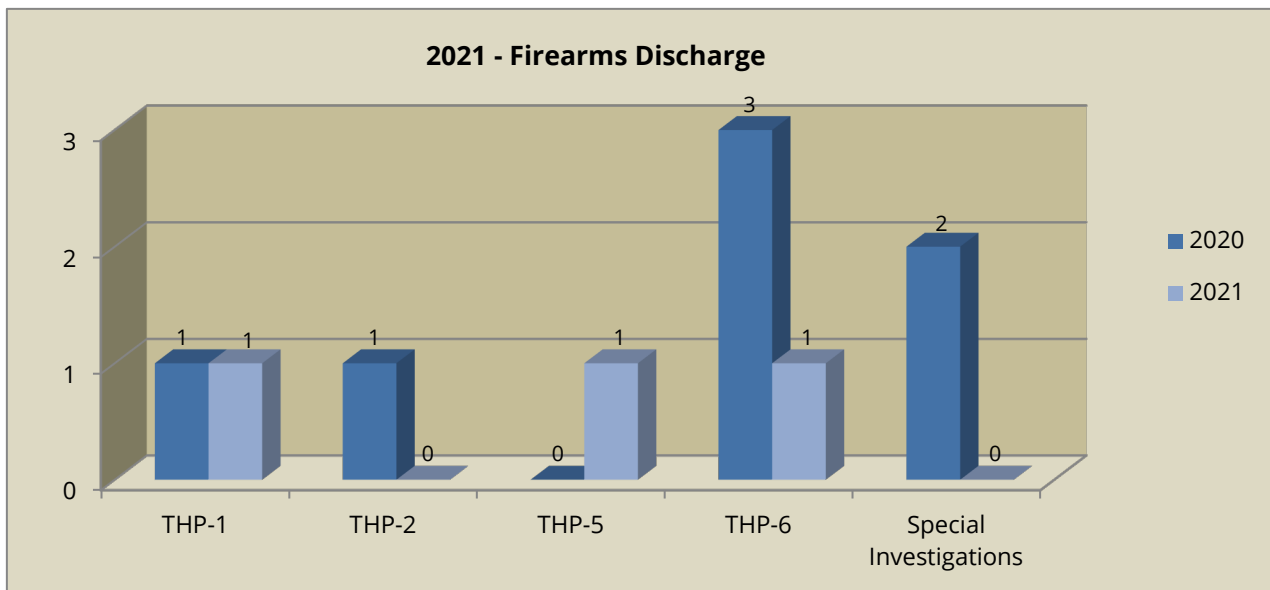


District	2020 Exonerated Cases	2020 Sustained Cases	2020 Total	2021 Exonerated Cases	2021 Sustained Cases	2021 Total	2021 % per District	2020/2021 +/- Change Number of Cases	2020/2021 Percent Difference
THP-1	15	1	16	7	0	7	6.48%	-9	-56.25%
THP-2	30	3	33	32	2	34	31.48%	+1	+3.03%
THP-3	10	0	10	8	1	9	8.33%	-1	-10.00%
THP-4	5	1	6	5	0	5	4.63%	-1	-16.67%
THP-5	15	0	15	25	1	26	24.08%	+11	+73.33%
THP-6	4	0	4	14	0	14	12.96%	+10	+250.00%
THP-7	5	0	5	3	0	3	2.78%	-2	-40.00%
THP-8	8	0	8	10	0	10	9.26%	+2	+25.00%
SIB	2	0	2	0	0	0	0.00%	-2	-100.00%
Special Programs	1	0	1	0	0	0	0.00%	-1	-100.00%
Special Operations	1	0	1	0	0	0	0.00%	-1	-100.00%
<b>Totals</b>	<b>96</b>	<b>5</b>	<b>101</b>	<b>104</b>	<b>4</b>	<b>108</b>	<b>100%</b>	<b>+7</b>	<b>+6.93%</b>



## Firearm Discharges

During 2021, there were a total of three (3) firearm discharge incidents. All three (3) were justified officer-involved shootings. Firearm Discharges decreased by 57.147% when compared to 2020. There were three (3) firearm discharges in 2021 and seven (7) in 2020. All of the firearm discharges in 2021 occurred in THP's East Bureau. There were no firearm discharges in the THP's West Bureau or the THP's Administration Bureau. The graph below illustrates the statewide distribution of firearm discharge incidents.

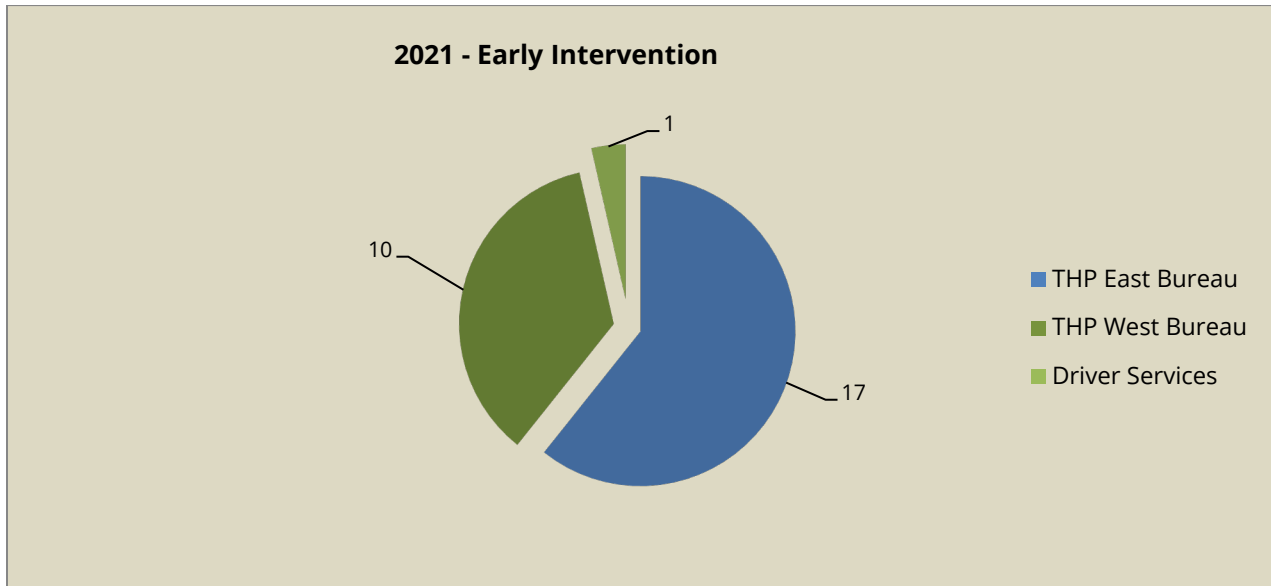


For calendar year 2020, there were no firearms discharge incidents in Districts 3, 4, 5, 7, and 8. During 2021, there were no firearms discharge incidents in Districts 3, 4, 7, and 8.

District	2020 Firearm Discharges	% Firearm Discharges	2021 Firearm Discharges	% Firearm Discharges
THP-1	1	14.29%	1	33.33%
THP-2	1	14.29%	0	0.00%
THP-5	0	0.00%	1	33.33%
THP-6	3	42.85%	1	33.33%
Special Investigations	2	28.57%	0	0.00%
<b>Total</b>	<b>7</b>	<b>100%</b>	<b>3</b>	<b>99.99%</b>



## Early Intervention Alerts by District



In 2021, there were 28 Early Intervention Alerts, which was a 65% decrease when compared to 2020. Of all Early Intervention Alerts, 60.71% occurred in the THP's East Bureau, 35.72% occurred in the THP's West Bureau, and 3.57% occurred in Driver Services.

District	2020 Alerts	% of Alerts	2021 Alerts	% of Alerts
THP-1	8	10.00%	6	21.43%
THP-2	5	6.25%	9	32.14%
THP-3	23	28.75%	3	10.72%
THP-4	24	30.00%	7	25.00%
THP-5	5	6.25%	2	7.14%
THP-6	0	0.00%	0	0.00%
THP-7	10	12.50%	0	0.00%
THP-8	3	3.75%	0	0.00%
Protective Services	1	1.25%	0	0.00%
Driver Services	1	1.25%	1	3.57%
<b>Total Alerts</b>	<b>80</b>	<b>100%</b>	<b>28</b>	<b>100%</b>

## 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 WH complaints received by the OPA after July 1, 2019, have been referred to the DOHR for review/investigation.



During the calendar year of 2021, the Office of Professional Accountability received nine (9) Workplace Harassment and Illegal Discrimination complaints. This was a 40% decrease when compared to the fifteen (15) complaints the Department received in 2020. After consulting with the Department's Legal, Human Resource Divisions, and DOHR, it was determined that all 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 in 2021:

- Five (5) were categorized as *Not Corroborated*.
- Four (4) were categorized as *Corroborated* and their results are below.
  - Two-day suspension with Respectful Workplace, Customer Focus, Peer Relationship, and Boss Relationship training
  - Written Warning with Respectful Workplace and Customer Focus training
  - Respectful Workplace, Sexual Harassment, and Diversity in the Workplace training
  - Demotion with a Job Performance and Conduct Improvement Plan to also include Peer Relationships, Respectful Workplace, and PM – HR Boss Relationships training