

2022



# 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 2022 – December 2022.



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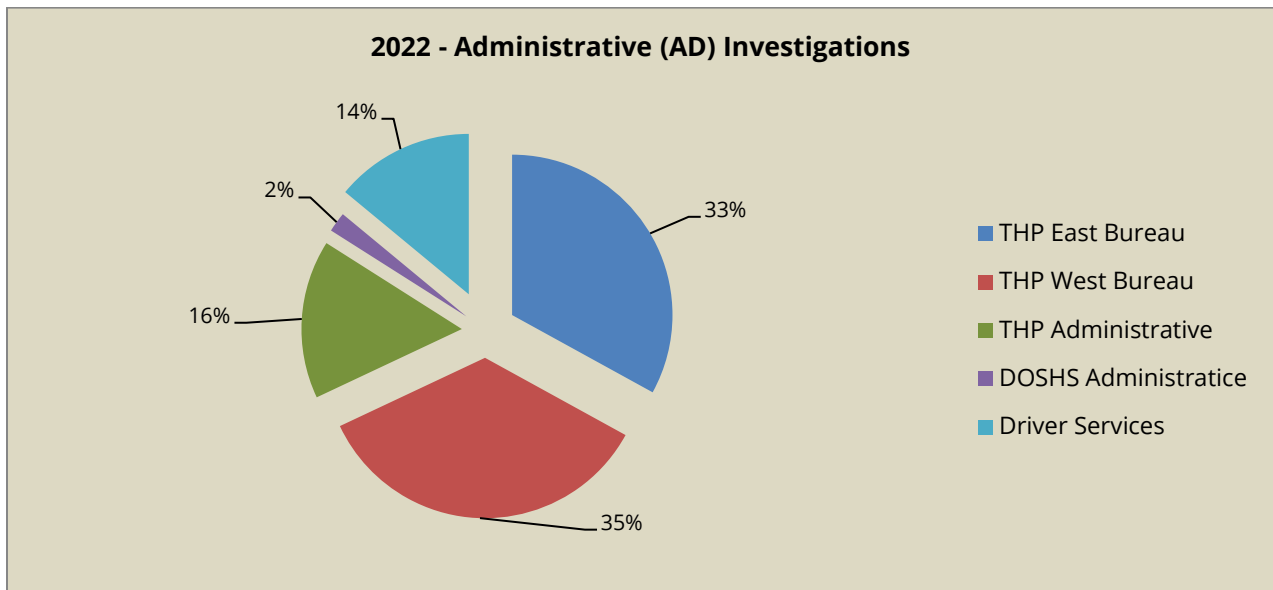
**Reference Notes:**

- 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., Interdiction 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, 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).

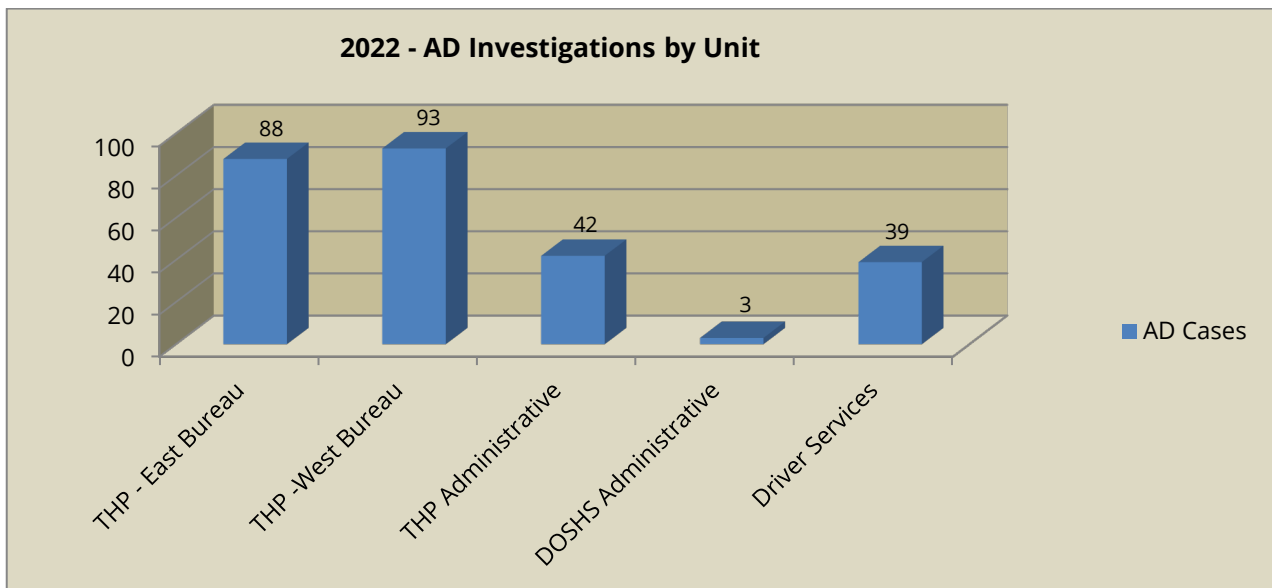


## **Administrative Investigations (AD)**

The Office of Professional Accountability (OPA) processed 264 Administrative Investigations (AD) in 2022. The distributions of AD cases are as follows: THP East Bureau 33%, THP West Bureau 35%, THP Administrative 16%, DOSHS Administrative 2%, and Driver Services 14%. Of the 264 cases, the OPA completed 36 (14%) investigations and the field completed 228 (86%) 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**



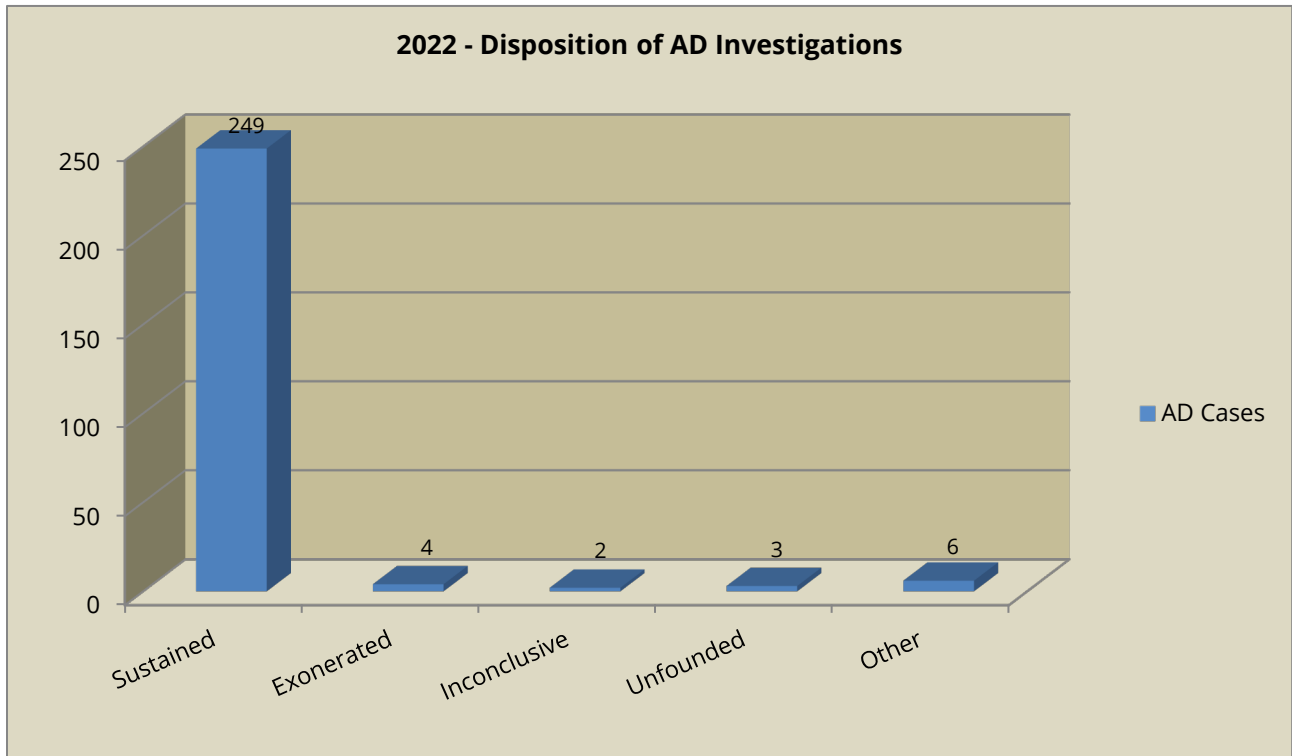


AD Investigations by Unit		
THP - East Bureau	88	33%
THP -West Bureau	93	35%
THP Administrative	42	16%
DOSHS Administrative	3	2%
Driver Services	39	14%
<b>Total</b>	<b>264</b>	<b>100%</b>

AD - THP Administrative Unit		
Admin Support	10	24%
Protective Services	7	17%
THP Special Operations	2	5%
Admin Services Division	4	9%
Special Investigations	19	45%
<b>Total</b>	<b>42</b>	<b>100%</b>

AD - DOSHS Administrative Unit		
Legal	0	0%
Technology Systems	0	0%
Homeland Security	0	0%
Handgun Permits	1	33.3%
Fiscal Services	0	0%
TACN	0	0%
Support Services	0	0%
Human Resources	1	33.3%
Public Affairs	1	33.3%
THSO	0	0%
<b>Total</b>	<b>3</b>	<b>99.9%</b>

### Disposition of Administrative Investigation Cases



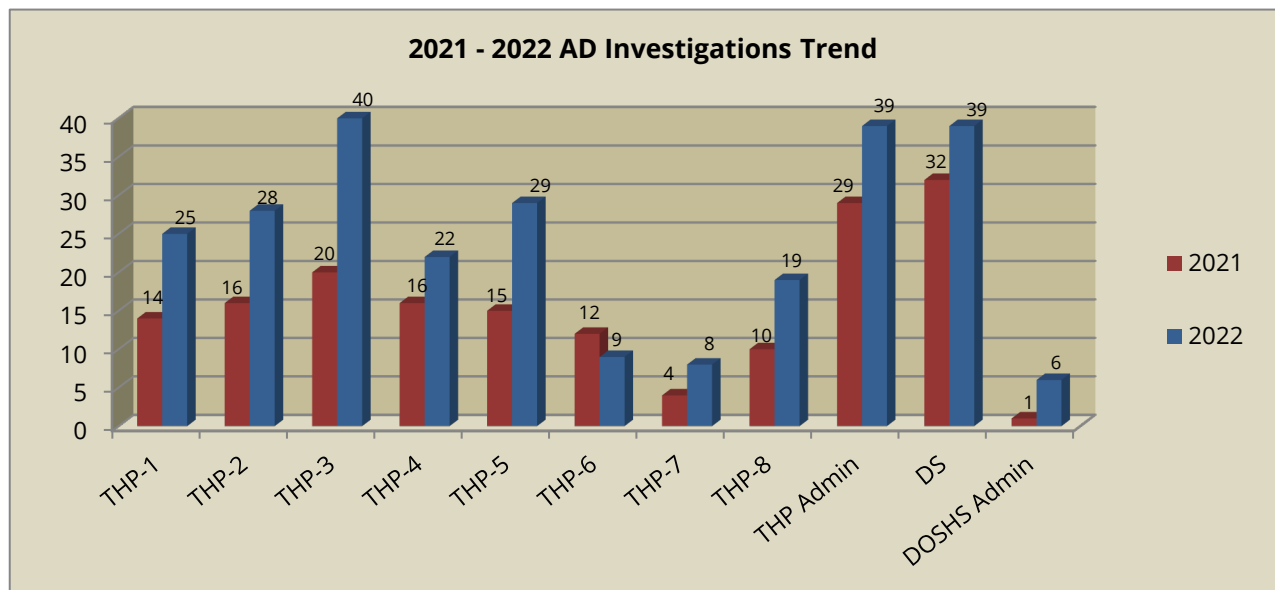


AD Case Disposition	AD Cases	Percent
Sustained	249	94.32%
Exonerated	4	1.51%
Inconclusive	2	0.77%
Unfounded	3	1.13%
Other	6	2.27%
<b>Total</b>	<b>264</b>	<b>100%</b>

The six (6) cases classified as “Other” are due to employees who went for Fitness for Duty evaluations or received non-discipline coaching sessions.

### **2021-2022 Administrative Case Trend Analysis**

During 2022, the Department saw a 56.21% increase in Administrative Cases when compared to 2021. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.

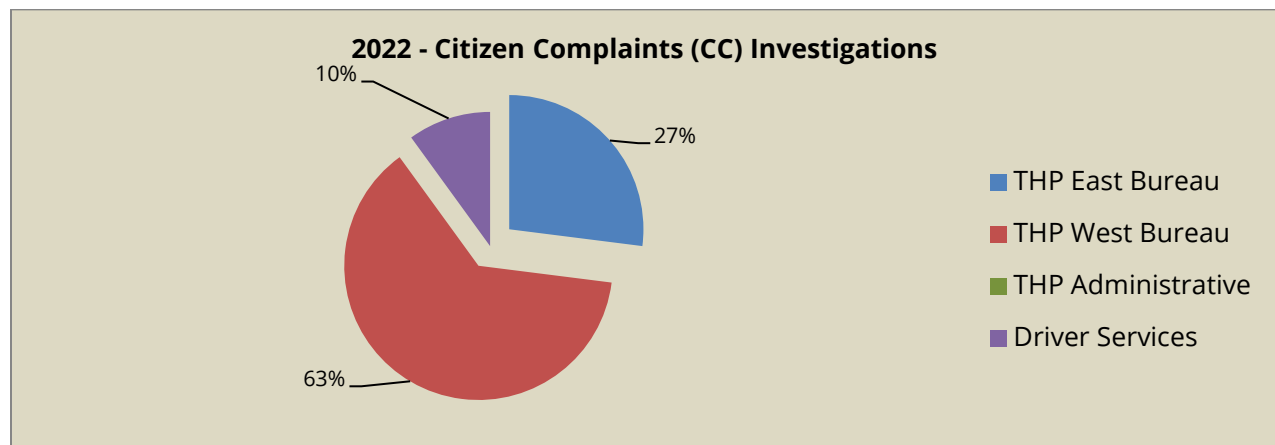




District	2021 AD Cases	2021 % of AD Cases per District	2022 AD Cases	2022 % of AD Cases per District	2021/2022 +/- Change Number of Cases	2020/2021 Percent Difference
THP-1	14	8.28%	25	9.47%	+11	+78.57%
THP-2	16	9.47%	28	10.61%	+12	+75.00%
THP-3	20	11.83%	40	15.15%	+20	+100.00%
THP-4	16	9.47%	22	8.33%	+6	+37.50%
THP-5	15	8.88%	29	10.98%	+14	+93.33%
THP-6	12	7.10%	9	3.41%	-3	-25.00%
THP-7	4	2.37%	8	3.03%	+4	+100.00%
THP-8	10	5.92%	19	7.19%	+9	+90.00%
THP Admin	29	17.16%	39	14.78%	+10	+34.48%
DS	32	18.93%	39	14.78%	+7	+21.87%
DOSHS Admin	1	0.59%	6	2.27%	+5	+500.00%
<b>Totals</b>	<b>169</b>	<b>100%</b>	<b>264</b>	<b>100%</b>	<b>+95</b>	<b>+56.21%</b>

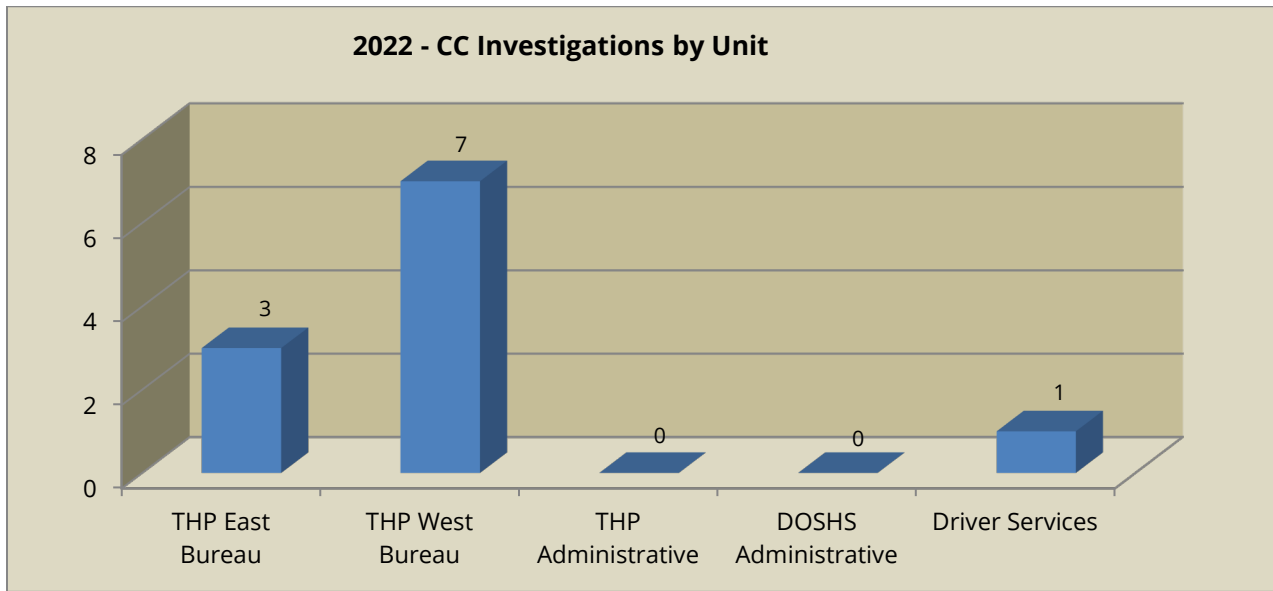
## Citizen Complaints (CC) Investigations

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 11 Citizen Complaints (CC) in 2022. The distributions of CC cases are as follows: THP East Bureau 27%, THP West Bureau 63%, and Driver Services 10%. DOSHS Administrative did not have any citizen complaint investigations during this reporting period. Of the 11 cases, the OPA completed 9 (82%) investigations and the field completed 2 (18%) 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



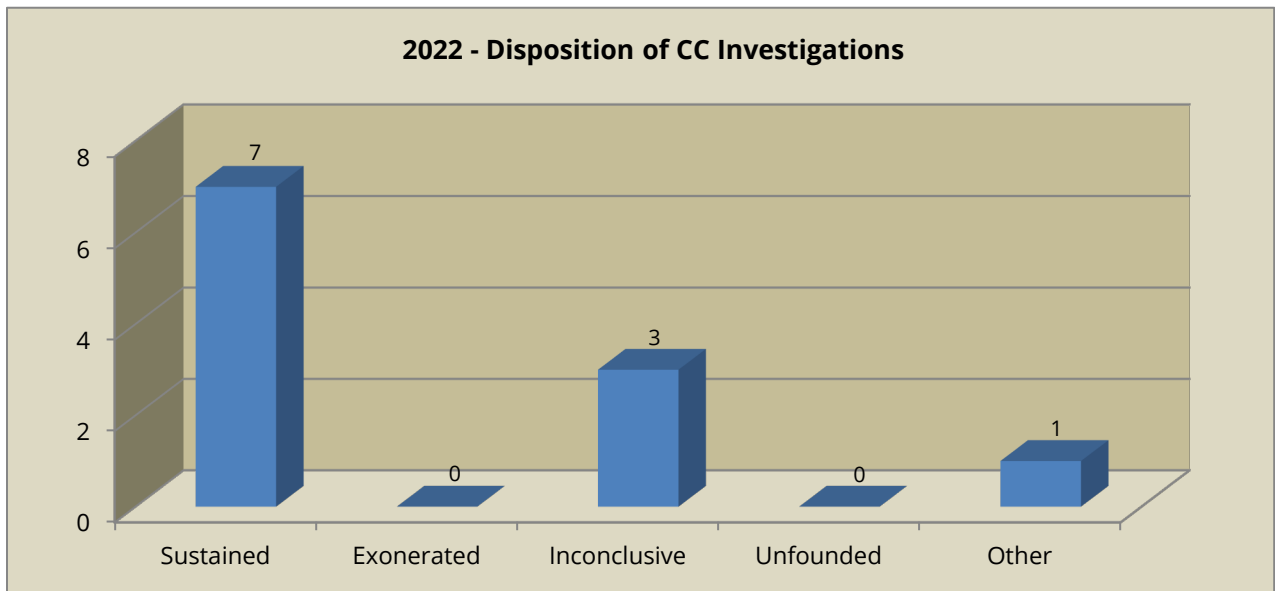
CC Investigations by Unit		
THP - East Bureau	3	27%
THP - West Bureau	7	63%
THP Administrative	0	0%
DOSHS Administrative	0	0%
Driver Services	1	10%
<b>Total</b>	<b>11</b>	<b>100%</b>

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	0	0%
<b>Total</b>	<b>0</b>	<b>0.0%</b>





## Disposition of Citizen Complaint Investigations

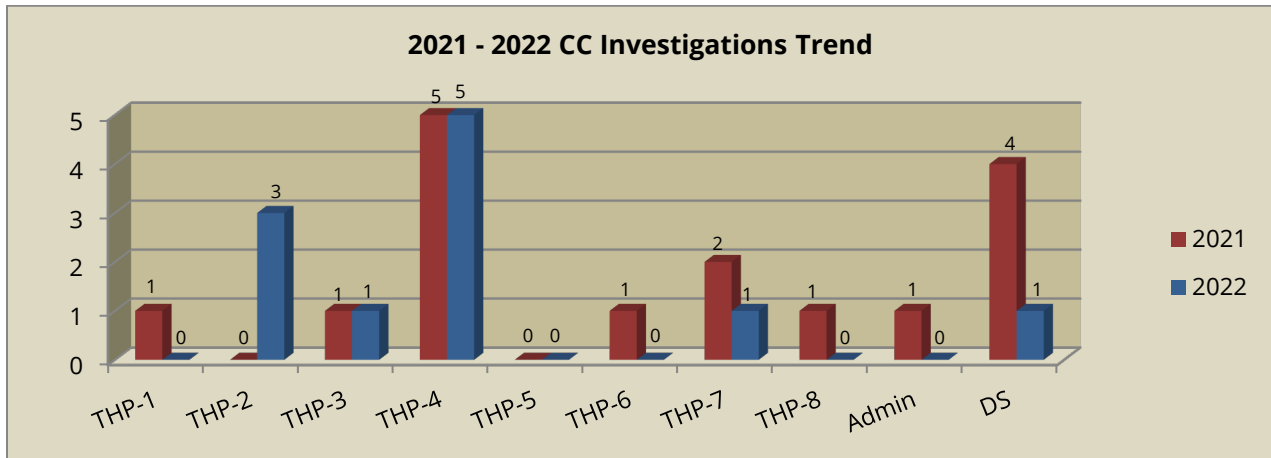


CC Case Disposition	CC Cases	Percent
Sustained	7	63%
Exonerated	0	0%
Inconclusive	3	27%
Unfounded	0	0%
Other	1	10%
<b>Total</b>	<b>11</b>	<b>100%</b>



## 2021 - 2022 Citizen Complaint Case Trend Analysis

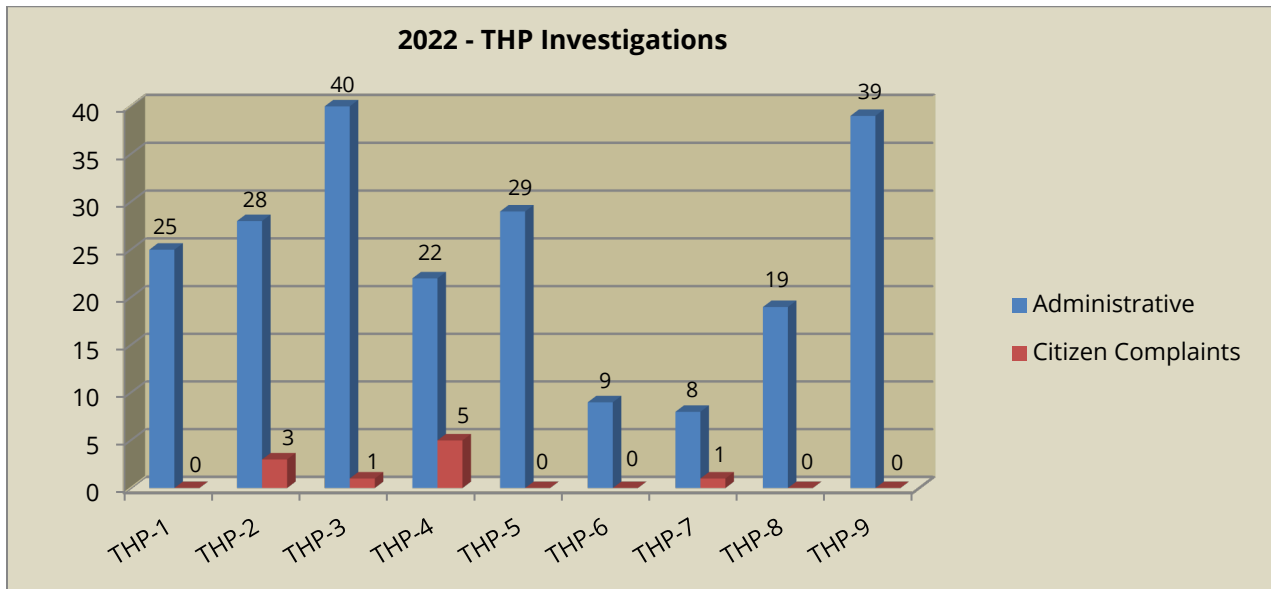
During 2022, the Department saw a 31.55% decrease in Citizen Complaints when compared to 2021. Refer to the below graph for a breakdown of the distribution and disposition of all Citizen Complaint cases.



District	2021 CC Cases	2021 % of CC Cases per District	2022 CC Cases	2022 % of CC Cases per District	2021/2022 +/- Change Number of Cases	2020/2021 Percent Difference
THP-1	1	6.25%	0	0.00%	-1	-100%
THP-2	0	0.00%	3	27.27%	+3	+300.00%
THP-3	1	6.25%	1	9.09%	0	0.00%
THP-4	5	31.25%	5	45.46%	0	0.00%
THP-5	0	0.00%	0	0.00%	0	0.00%
THP-6	1	6.25%	0	0.00%	-1	-100%
THP-7	2	12.50%	1	9.09%	-1	-50%
THP-8	1	6.25%	0	0.00%	-1	-100%
Admin	1	6.25%	0	0.00%	-1	-100%
DS	4	25.00%	1	9.09%	-3	-75%
<b>Totals</b>	<b>16</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>-5</b>	<b>-31.25%</b>



## Distribution of THP AD and CC Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	25	11.42%	0	0%	25
THP-2	28	12.78%	3	30%	31
THP-3	40	18.26%	1	10%	41
THP-4	22	10.05%	5	50%	27
THP-5	29	13.24%	0	0%	29
THP-6	9	4.11%	0	0%	9
THP-7	8	3.65%	1	10%	9
THP-8	19	8.68%	0	0%	19
THP Administrative	39	17.81%	0	0%	39
<b>Total</b>	<b>219</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>229</b>

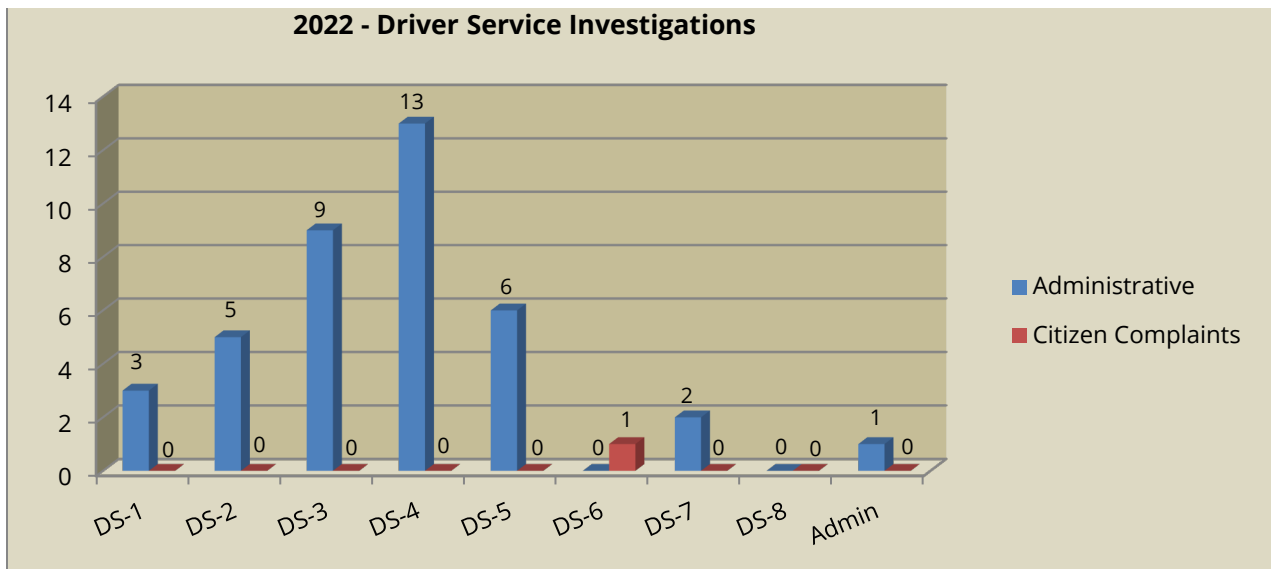
During 2022, THP saw a decrease of 38.09% in Behavioral/Conduct cases and an increase of 87.15% in Job Performance cases.

Two of the AD cases were for Fitness for Duty evaluations and did not fall under either category.

Administrative Violation Types	# of AD Cases 2021	# of AD Cases 2022	% for 2022 Total
Behavior/Conduct	21	13	5.99%
Job Performance	109	204	94.01%
<b>Totals</b>	<b>130</b>	<b>217</b>	<b>100%</b>



## Distribution of Driver Services Cases by District



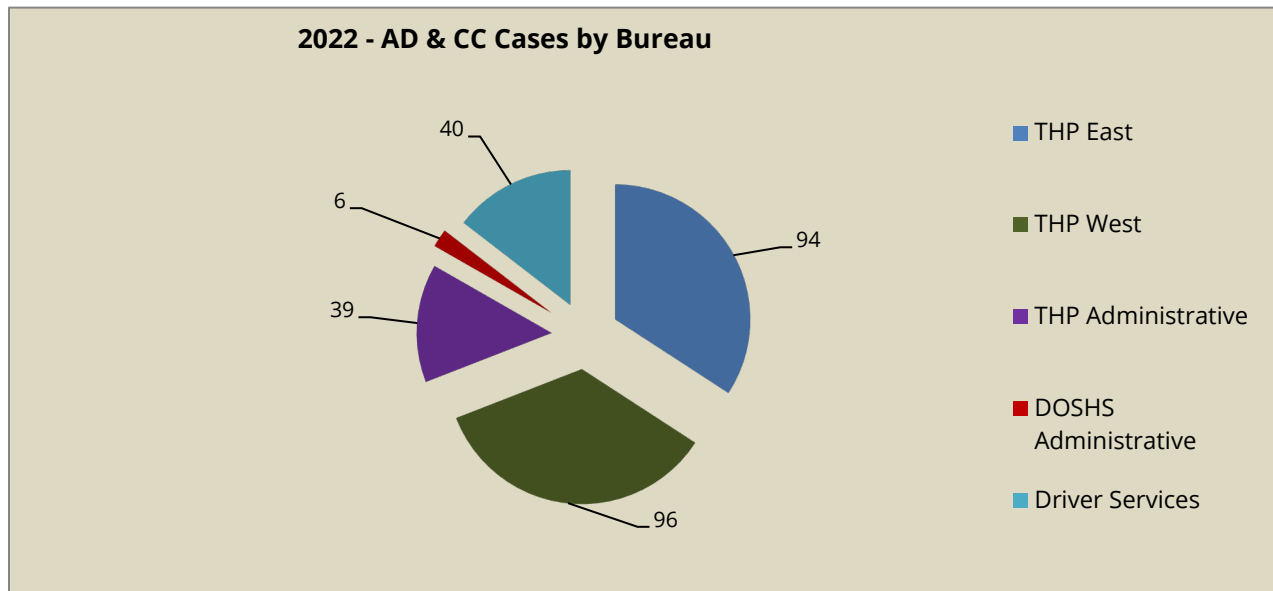
District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	3	7.69%	0	0.00%	3
DS-2	5	12.82%	0	0.00%	5
DS-3	9	23.08%	0	0.00%	9
DS-4	13	33.33%	0	0.00%	13
DS-5	6	15.38%	0	0.00%	6
DS-6	0	0.00%	1	100.00%	1
DS-7	2	5.13%	0	0.00%	2
DS-8	0	0.00%	0	0.00%	0
Admin	1	2.57%	0	0.00%	1
<b>Total</b>	<b>39</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>40</b>

During 2022, Driver Services saw a decrease of 27.27% in Behavioral/Conduct cases and an increase of 47.61% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2021	# of AD Cases 2022	2021 % of Total
Behavioral/Conduct	11	8	20.51%
Job Performance	21	31	79.49%
<b>Totals</b>	<b>32</b>	<b>39</b>	<b>100%</b>



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



Case Disposition	AD Cases	AD Percent	CC Cases	CC Percent	AD & CC Total	Percent Total
Sustained	249	94.32%	7	63.64%	256	93.09%
Exonerated	4	1.51%	0	0.00%	4	1.45%
Inconclusive	2	0.76%	3	27.27%	5	1.82%
Unfounded	3	1.14%	0	0.00%	3	1.09%
Other	6	2.27%	1	9.09%	7	2.55%
<b>Totals</b>	<b>264</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>275</b>	<b>100%</b>

## Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 50 suspensions during the calendar year of 2022. 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 2022	Grand Total 2021	2021/2022 +/- Change Number of Cases	2021/2022 Percent Difference
1 Day	15	9	5	0	1	30	16	+14	+87.50%
2 Days	3	3	1	1	2	10	10	0	0.00%
3 Days	0	1	0	0	0	1	1	0	0.00%
5 Days	0	2	2	0	0	4	5	-1	-20.00%
10 Days	0	1	1	0	2	4	1	+3	+300.00%
20 Days	0	1	0	0	0	1	0	+1	+100.00%
<b>Totals</b>	<b>18</b>	<b>17</b>	<b>9</b>	<b>1</b>	<b>5</b>	<b>50</b>	<b>33</b>	<b>+17</b>	<b>+51.51%</b>



The Department suspended 50 employees in 2022, compared to suspending 33 employees in 2021. This represents a 51.51% increase in suspensions.

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

The below table illustrates a breakdown by Unit/District for the 50 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	5 Days	10 Days	20 Days	Total Suspension	Total Percentage Suspension
DS-1	0	0	0	0	1	0	1	2.00%
DS-2	0	0	0	0	0	0	0	0.00%
DS-3	0	0	0	0	1	0	1	2.00%
DS-4	0	1	0	0	0	0	1	2.00%
DS-5	0	1	0	0	0	0	1	2.00%
DS-6	0	0	0	0	0	0	0	0.00%
DS-7	0	0	0	0	0	0	0	0.00%
DS-8	0	0	0	0	0	0	0	0.00%
DS - Financial Responsibility	1	0	0	0	0	0	1	2.00%
THP-1	3	0	0	0	0	0	3	6.00%
THP-2	3	3	0	0	0	0	6	12.00%
THP-3	2	0	0	0	1	0	3	6.00%
THP-4	6	1	0	1	0	1	9	18.00%
THP-5	7	0	0	0	0	0	7	14.00%
THP-6	2	0	0	0	0	0	2	4.00%
THP-7	0	0	0	0	0	0	0	0.00%
THP-8	1	2	1	1	0	0	5	10.00%
THP Admin	5	1	0	2	1	0	9	18.00%
DOSHS Admin	0	1	0	0	0	0	1	2.00%
<b>TOTALS</b>	<b>30</b>	<b>10</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>50</b>	<b>100%</b>

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

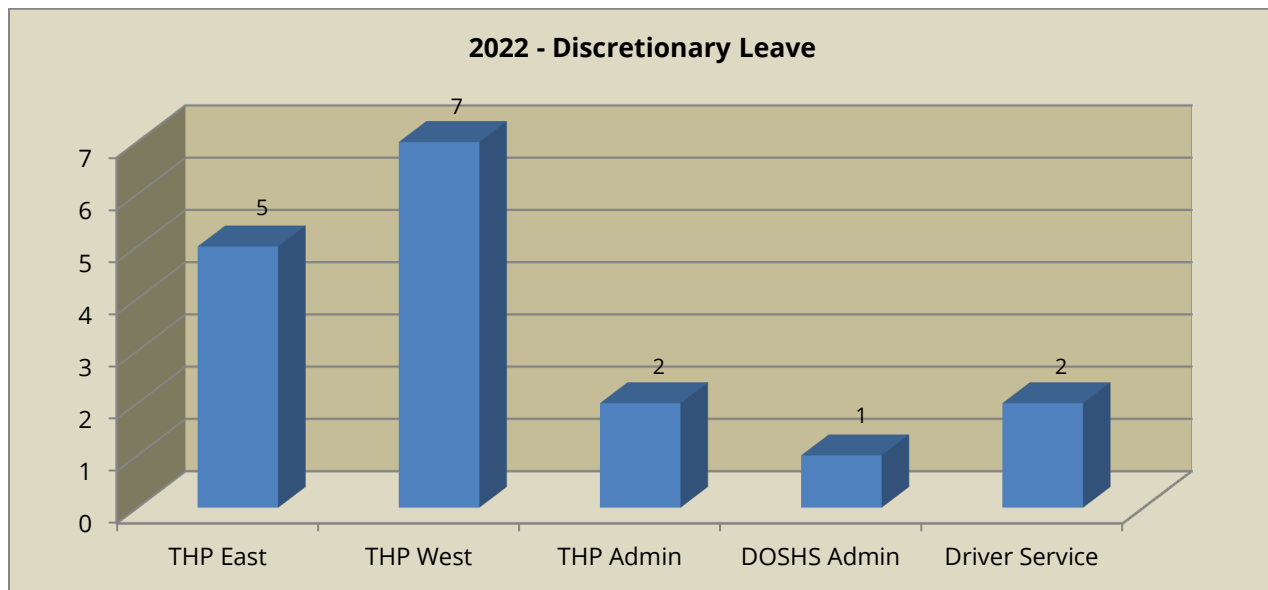
#### **A. Terminations, Resignations in Lieu of Term. & Demotions:**

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	4	0	4	1	9
THP West	3	1	1	0	5
THP Admin	0	5	1	0	6
DOSHS Admin	1	2	0	0	3
Driver Services	6	8	0	0	14
<b>Totals</b>	<b>14</b>	<b>16</b>	<b>6</b>	<b>1</b>	<b>37</b>



Comparing 2021 (28 employees) to 2022 (37 employees), the Department had an overall increase of 32.14% in employee Terminations, Probationary / Part-Time employee Terminations, Resignations, and Demotions.

**B. Discretionary Leave 2021-2022 Comparison:**



During 2022, there was a 15% decrease in the number of employees placed on Discretionary Leave with Pay. Seventeen (17) employees were placed on Discretionary Leave with Pay in 2022, compared to twenty (20) employees during 2021.

**C. Appeal Hearings:**

During calendar year 2022, there were a combined total of two hundred ninety-two (292) Administrative Investigations, Citizen Complaints, and Workplace Harassment cases processed by the Office of Professional Accountability. Of the 292, two hundred fifty-five (255) cases were sustained or corroborated, and the employee received disciplinary action. Sixty-three (63) of the disciplinary actions were appealable. The Office of Professional Accountability (OPA) received three (3) Step I Disciplinary Appeal Requests in calendar year 2022. After review, it was determined that all three (3) were appealable and within required timeframes. Subsequently, three (3) Step I Appeal Discussions were held. The original disciplinary action taken by the Department was upheld in three (3) of these discussions. Two (2) of the three (3) 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’s demotion was reduced to a 10-day suspension.



During calendar year 2022, there was a 58.38% increase in disciplinary actions issued from the previous year. During calendar year 2021, the Department issued one hundred sixty-one (161) disciplinary actions. Of the one hundred sixty-one (161) in calendar year 2021, seven (7) employees appealed their disciplinary action.

See the chart below for a detailed description of employee appeals for calendar year 2022.

District	Final Appeal Decisions
THP - 3	1. Demotion was upheld during the Step I and Step II Appeal (WH2022-0001). The employee's demotion was reduced. The final decision of the Appeal board was a 10-Day suspension and return of Lieutenant rank.
THP - 1	1. Termination was upheld during the Step I and Step II Appeal (AD2022-0131). The employee filed for a Step III Appeal. However, the case was resolved prior to the Step III Hearing.
THP- 5	1. 1-day suspension was upheld at the Step I Appeal (AD2022-0247). The employee did not file a Step II Appeal.

**D. Written Warning Reviews:**

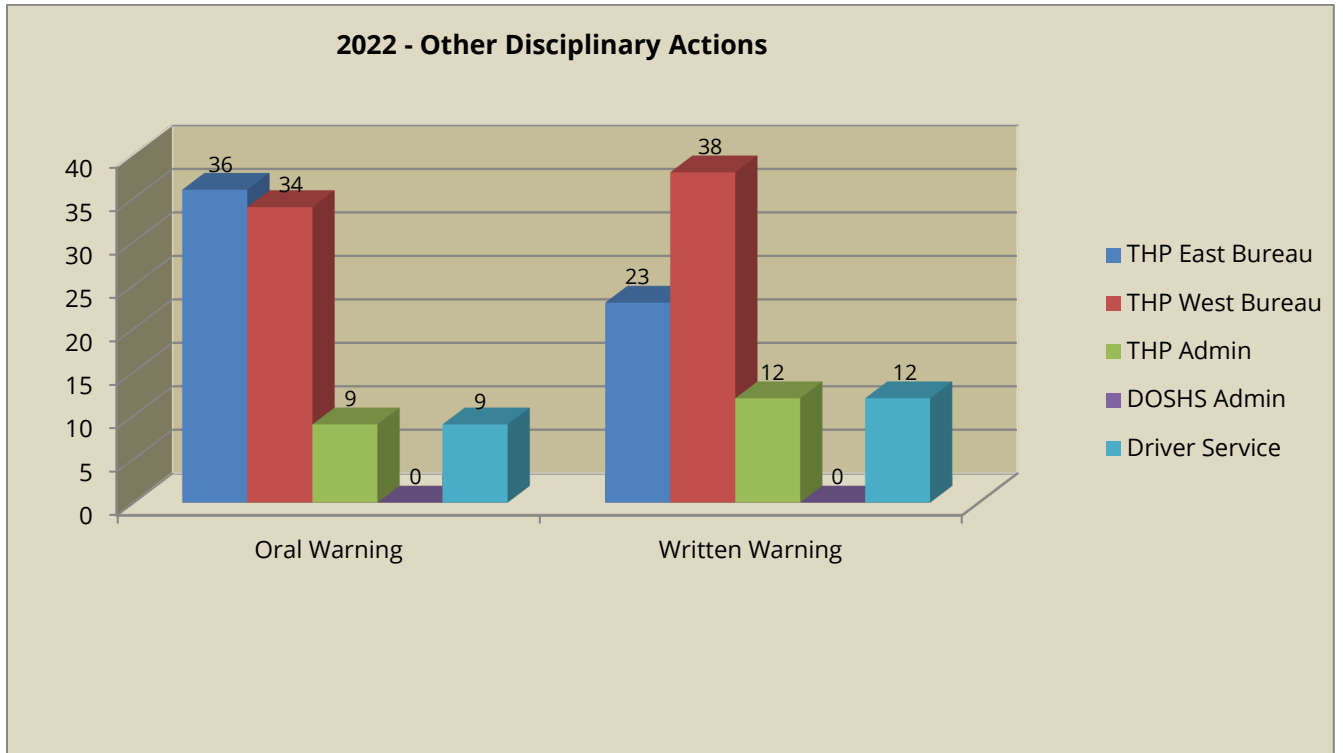
During 2022, 85 written warnings were processed by the Office of Professional Accountability. Three (3) employees submitted a request for a written warning review. All three (3) written warning reviews were upheld by the Commissioner.





## Other Disciplinary Actions

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



Bureau	Oral Warning	Written Warning	Total
THP East Bureau	36	23	59
THP West Bureau	34	38	72
THP Admin	9	12	21
DOSHS Admin	0	0	0
Driver Services	9	12	21
<b>Totals</b>	<b>88</b>	<b>85</b>	<b>173</b>

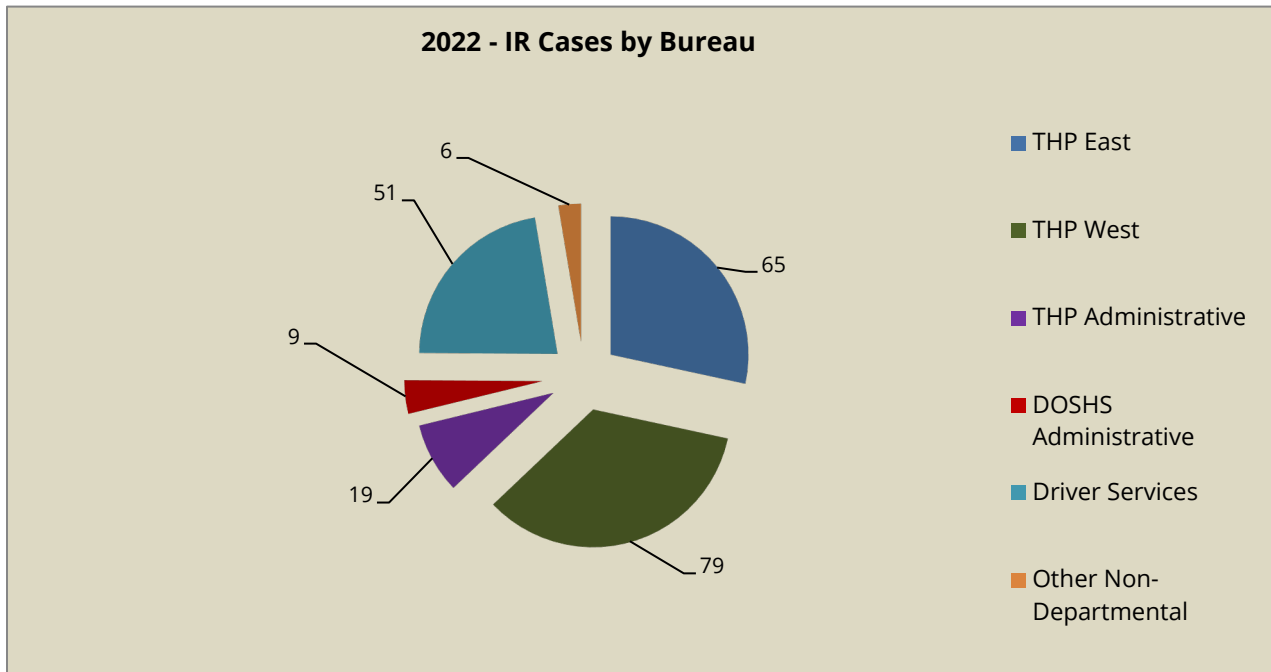
Oral Warning Distribution		
THP - East Bureau	36	40.90%
THP - West Bureau	34	38.64%
THP Administrative	9	10.23%
DOSHS Administrative	0	0.00%
Driver Services	9	10.23%
<b>Total</b>	<b>88</b>	<b>100%</b>

Written Warning Distribution		
THP - East Bureau	23	27.05%
THP - West Bureau	38	44.71%
THP Administrative	12	14.12%
DOSHS Administrative	0	0.00%
Driver Services	12	14.12%
<b>Total</b>	<b>85</b>	<b>100%</b>



## Information Review (IR) Cases

The Office of Professional Accountability processed 229 Information Review (IR) cases in 2022. Cases categorized as 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	2021	2022	2022 Percent
THP - East Bureau	49	65	28.38%
THP -West Bureau	61	79	34.50%
THP Administrative	13	19	8.30%
DOSHS Administrative	2	9	3.93%
Driver Services	34	51	22.27%
Other / Unknown / Non-Departmental	10	6	2.62%
<b>Total</b>	<b>169</b>	<b>229</b>	<b>100.00%</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 2021 to 2022, Highway Patrol increased by 32.52%, DOSHS Administrative increased by 350%, Driver Services increased by 50%, and Other/Non-Departmental decreased by 40%. Total IR reviews increased by 35.50% in comparison to the previous year.



## Departmental Pursuit Data by District

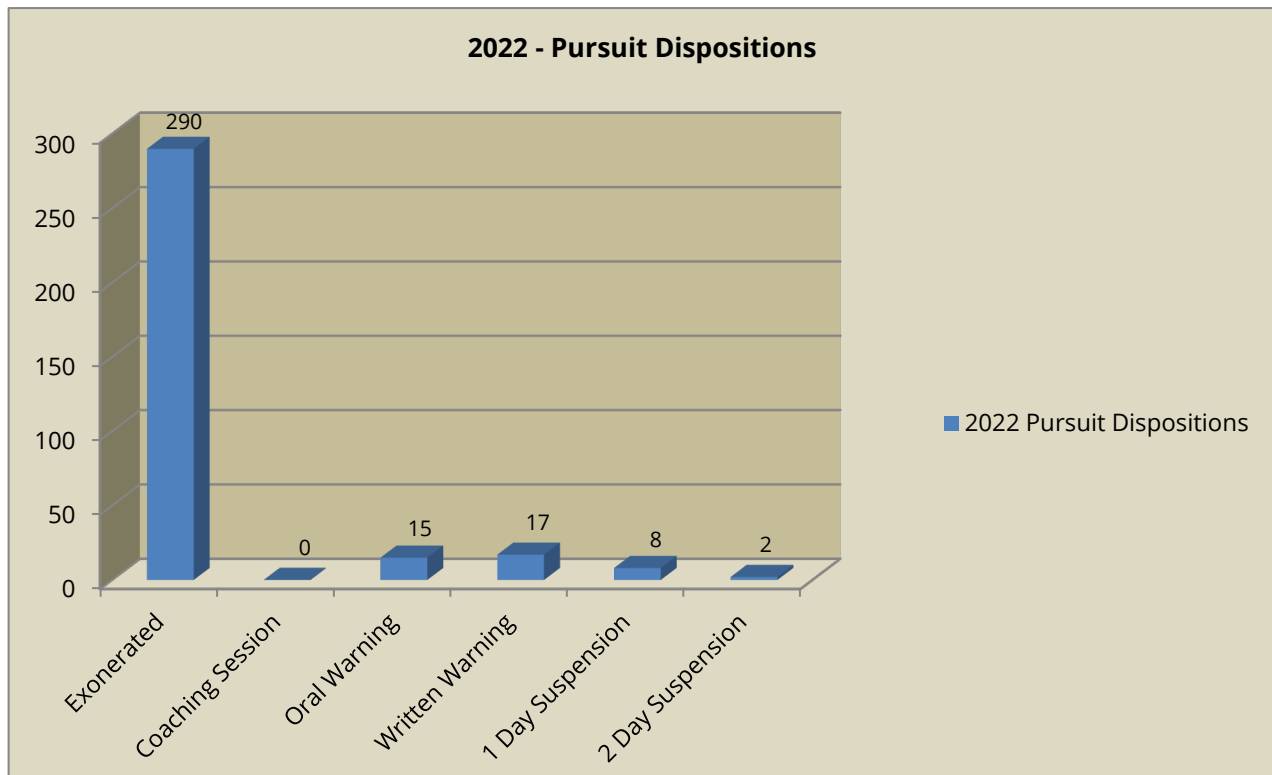
During 2022, the Department had 329 pursuits, compared to 323 pursuits in 2021, which represents a 1.85% increase. The following chart illustrates the number of vehicle pursuits by District.

District	Misdemeanor Initiated	Felony Initiated	Total Pursuits	Percentage
THP-1	27	4	31	9.42%
THP-2	48	13	61	18.54%
THP-3	75	6	81	24.62%
THP-4	13	3	16	4.87%
THP-5	49	7	56	17.02%
THP-6	23	2	25	7.60%
THP-7	6	2	8	2.43%
THP-8	27	9	36	10.94%
THP-9	11	4	15	4.56%
<b>Total</b>	<b>279</b>	<b>50</b>	<b>329</b>	<b>100.00%</b>

Initiated Due To	Number	Percentage
Felony / BOLO	34	10.33%
Felony / Stolen Vehicle	9	2.73%
Felony / Other (Criminal Offenses)	7	2.13%
Misdemeanor / BOLO	12	3.65%
Misdemeanor / Erratic Driving / DUI	33	10.03%
Misdemeanor / Other (Criminal Offenses)	6	1.82%
Misdemeanor / Other Traffic Offenses	85	25.84%
Misdemeanor / Speeding	143	43.47%
<b>Total</b>	<b>329</b>	<b>100%</b>



## Pursuit Dispositions by District



During 2022, there were 329 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. Of the total pursuits, 290 were within policy, and 39 were not within policy. Due to more than one employee being involved in some of the pursuits, 42 employees received discipline regarding the 39 pursuits that were not within policy.

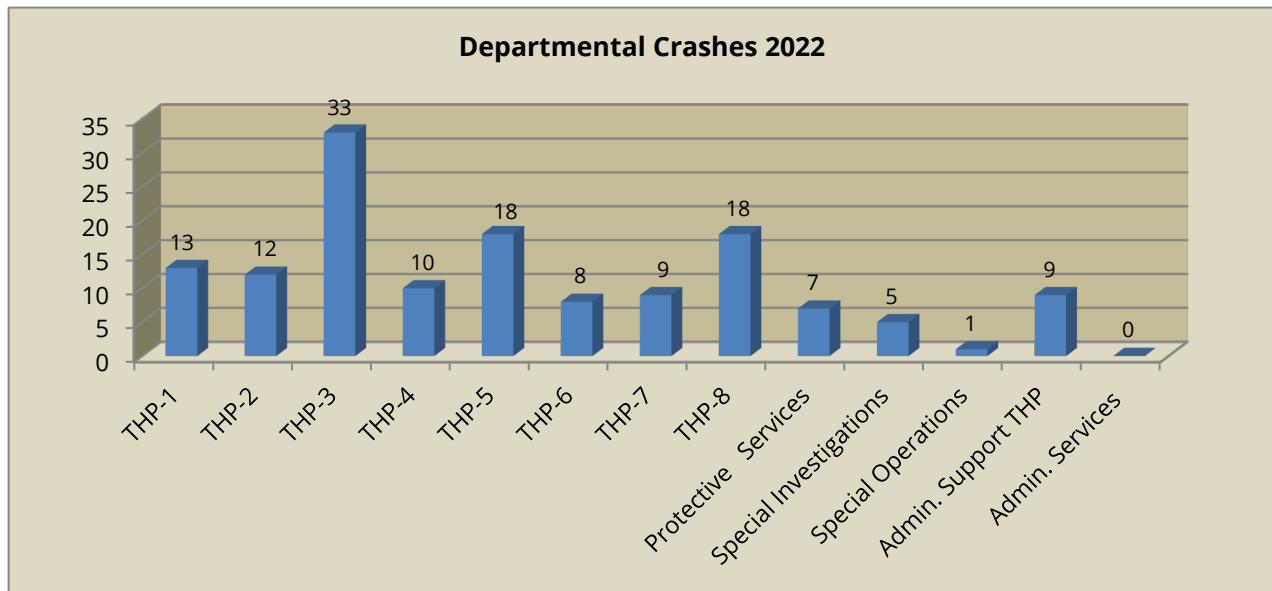
The following are the disciplinary actions issued for the pursuits not within policy: (15) oral warnings, (17) written warnings, (8) one-day suspensions, and (2) two-day suspensions.

District	Exonerated Pursuit	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	Total Discipline
SIB	15	0	2	2	1	1	6
Admin Sup THP	0	0	0	0	0	0	0
Prot. Serv.	0	0	0	0	0	0	0
Special Ops	0	0	0	0	0	0	0
THP-1	24	0	3	1	2	0	6
THP-2	52	0	4	2	0	1	7
THP-3	79	0	0	2	0	0	2
THP-4	11	0	1	4	0	0	5
THP-5	46	0	3	3	5	0	11
THP-6	21	0	1	2	0	0	3
THP-7	8	0	0	0	0	0	0
THP-8	34	0	1	1	0	0	2
<b>Total</b>	<b>290</b>	<b>0</b>	<b>15</b>	<b>17</b>	<b>8</b>	<b>2</b>	<b>42</b>



## Departmental Crash Data

The Department had 143 patrol car crashes in 2022, compared to 107 patrol car crashes in 2021. This represents a 33.64% increase in crashes from the previous year. Of the total crashes, 56 were within policy, and 87 were not within policy. The following chart illustrates the breakdown of crashes by Districts.

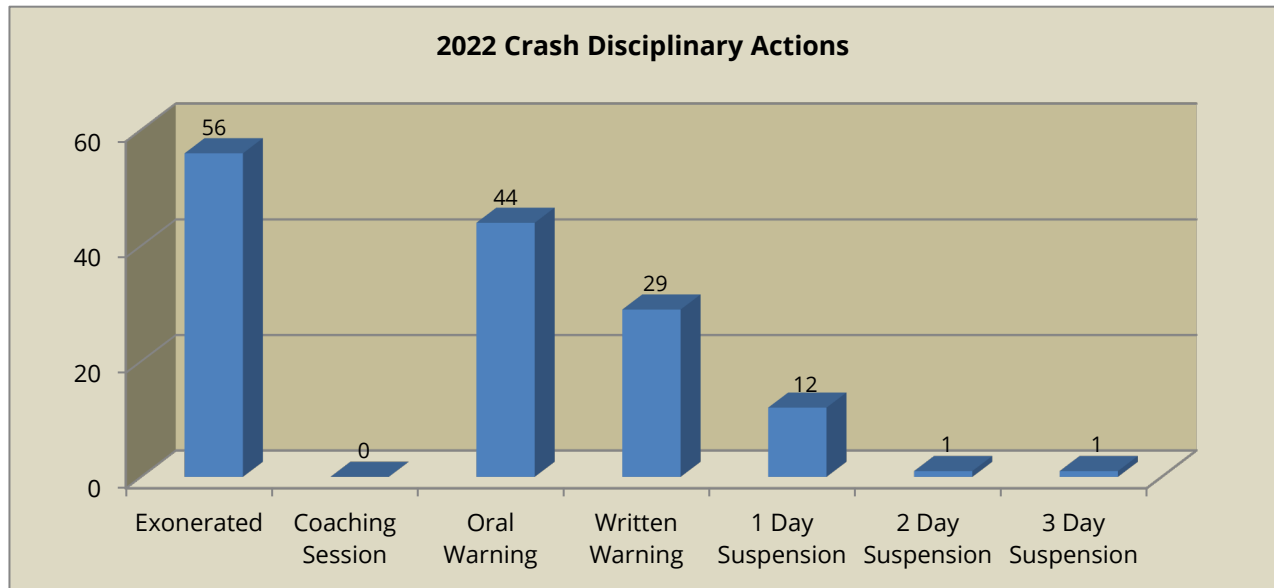


District	Total Crashes	% of Total
THP-1	13	9.09%
THP-2	12	8.40%
THP-3	33	23.08%
THP-4	10	6.99%
THP-5	18	12.59%
THP-6	8	5.59%
THP-7	9	6.29%
THP-8	18	12.59%
Protective Services	7	4.90%
Special Investigations	5	3.49%
Special Operations	1	0.70%
Admin. Support THP	9	6.29%
Admin. Services Division	0	0.00%
<b>Total</b>	<b>143</b>	<b>100%</b>



## Departmental Crash Disciplinary Actions by District

During 2022, there were 143 car crashes statewide. The chart below illustrates the disposition of those crashes that were not within policy and the disciplinary action issued for each crash.

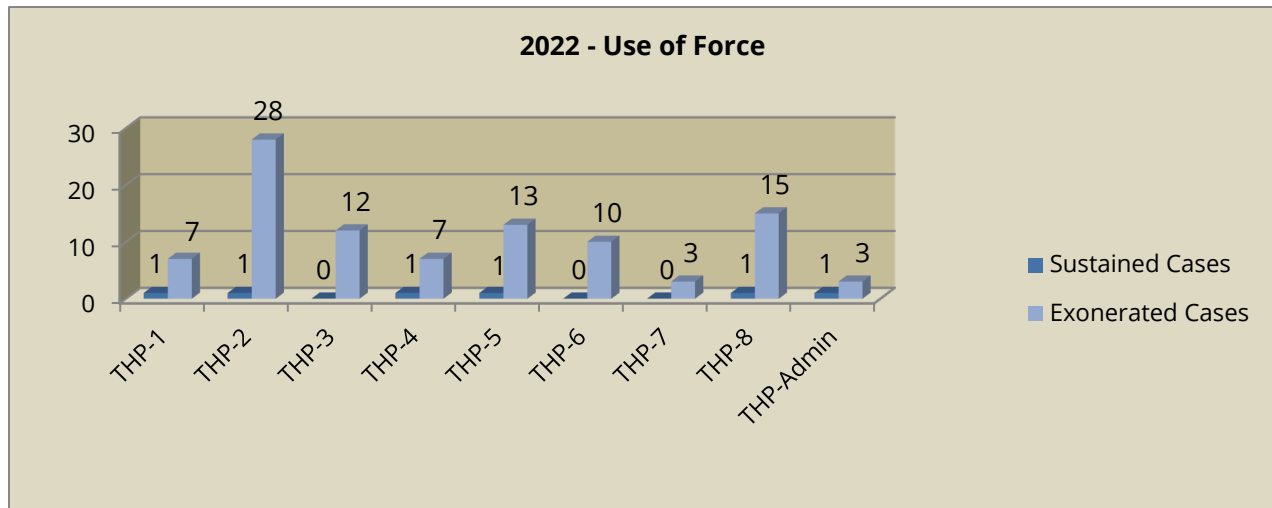


District	Exonerated	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Total Discipline
SIB	1	0	0	3	1	0	0	4
Admin. Support	6	0	2	1	0	0	0	3
Admin. Services	0	0	0	0	0	0	0	0
Protective Services	4	0	1	2	0	0	0	3
Special Ops.	0	0	1	0	0	0	0	1
THP-1	8	0	2	2	1	0	0	5
THP-2	1	0	6	3	2	0	0	11
THP-3	11	0	13	7	2	0	0	22
THP-4	3	0	2	2	3	0	0	7
THP-5	8	0	5	4	1	0	0	10
THP-6	6	0	1	0	1	0	0	2
THP-7	3	0	4	2	0	0	0	6
THP-8	5	0	7	3	1	1	1	13
<b>Total</b>	<b>56</b>	<b>0</b>	<b>44</b>	<b>29</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>87</b>



## Use of Force Incidents

During 2022, there were 104 Use of Force (UF) incidents. This represents a 3.7% decrease compared to the 108 Use of Force (UF) incidents that occurred in 2021. Six (6) of the 104 incidents were not within policy. The following are disciplinary actions that resulted from those incidents: two (2) oral warnings, two (2) written warnings, one (1) one-day suspension, and one (1) two-day suspension.

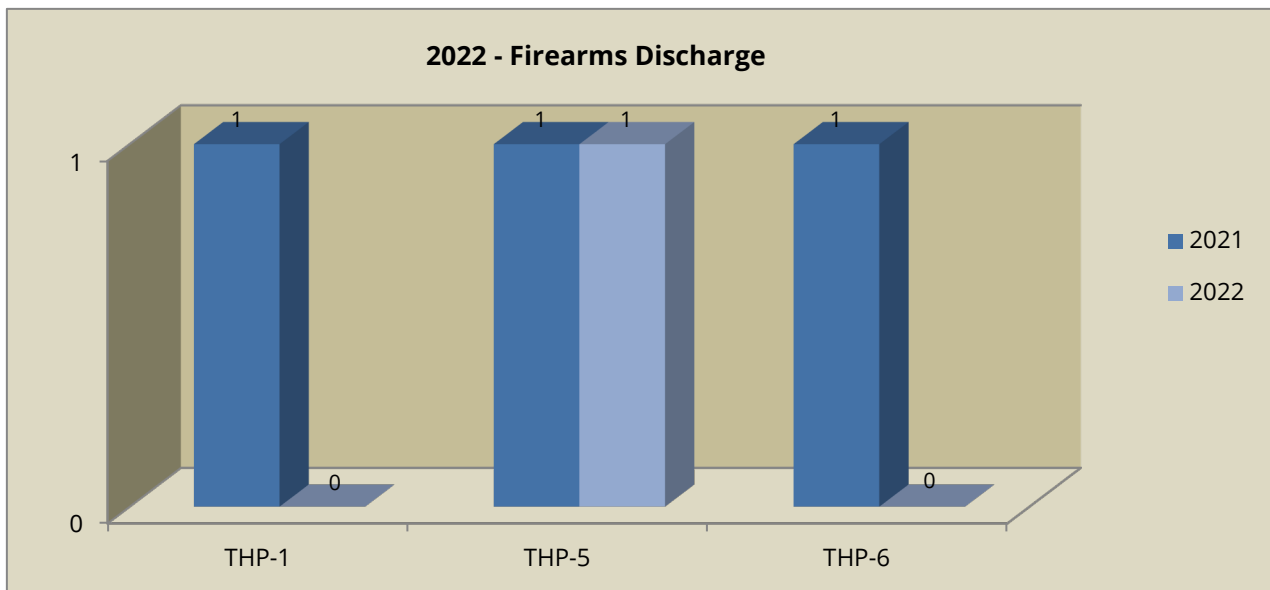


District	2021 Exonerated Cases	2021 Sustained Cases	2021 Total	2022 Exonerated Cases	2022 Sustained Cases	2022 Total	2022 % per District	2021/2022 +/- Change Number of Cases	2021/2022 Percent Difference
THP-1	7	0	7	7	1	8	7.69%	+1	+14.28%
THP-2	32	2	34	28	1	29	27.89%	-5	-14.70%
THP-3	8	1	9	12	0	12	11.54%	+3	+33.33%
THP-4	5	0	5	7	1	8	7.69%	+3	+60.00%
THP-5	25	1	26	13	1	14	13.46%	-12	-46.15%
THP-6	14	0	14	10	0	10	9.62%	-4	-28.57%
THP-7	3	0	3	3	0	3	2.88%	0	0.00%
THP-8	10	0	10	15	1	16	15.38%	+6	+60.00%
SIB	0	0	0	3	1	4	3.85%	+4	+400.00%
Special Programs	0	0	0	0	0	0	0.00%	0	0.00%
Special Operations	0	0	0	0	0	0	0.00%	0	0.00%
<b>Totals</b>	<b>104</b>	<b>4</b>	<b>108</b>	<b>98</b>	<b>6</b>	<b>104</b>	<b>100%</b>	<b>-4</b>	<b>-3.70%</b>



## Firearm Discharges

During 2022, there was a total of one (1) firearm discharge incident. The incident was a justified officer-involved shooting. Firearm Discharges decreased by 66.67% when compared to 2021. There was one (1) firearm discharge in 2022 and three (3) in 2021. 100% of the 2022 firearm discharges 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.

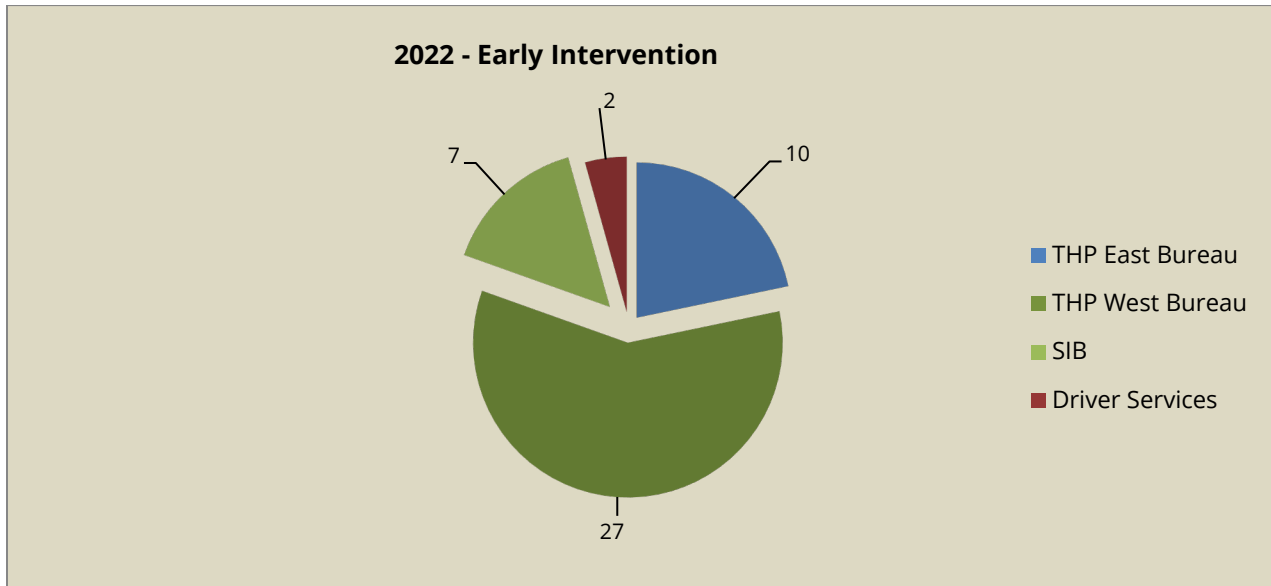


District	2021 Firearm Discharges	% Firearm Discharges	2022 Firearm Discharges	% Firearm Discharges
THP-1	1	33.33%	0	0.00%
THP-5	1	33.33%	1	100.00%
THP-6	1	33.33%	0	0.00%
<b>Total</b>	<b>3</b>	<b>99.99%</b>	<b>1</b>	<b>100.00%</b>





## Early Intervention Alerts by District



In 2022, there were 46 Early Intervention Alerts which was a 64.28% increase when compared to 2021. Of all Early Intervention Alerts, 21.73% involved THP East Bureau employees, 58.70% involved THP West Bureau employees, 15.22% involved Special Investigations Bureau employees, and 4.35% involved Driver Services employees.

District	2021 Alerts	% of Alerts	2022 Alerts	% of Alerts
THP-1	6	21.43%	3	6.52%
THP-2	9	32.14%	0	0.00%
THP-3	3	10.72%	10	21.74%
THP-4	7	25.00%	11	23.91%
THP-5	2	7.14%	6	13.04%
THP-6	0	0.00%	1	2.17%
THP-7	0	0.00%	0	0.00%
THP-8	0	0.00%	6	13.05%
SIB	0	0.00%	7	15.22%
Driver Services	1	3.57%	2	4.35%
<b>Total Alerts</b>	<b>28</b>	<b>100%</b>	<b>46</b>	<b>100.00%</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 2022, the Office of Professional Accountability received seventeen (17) Workplace Harassment and Illegal Discrimination complaints. This was an 88.89% increase when compared to the nine (9) complaints the Department received in 2021. After review, it was determined that eight (8) complaints met the criteria to be investigated under the Department's Workplace Harassment and Illegal Discrimination policy or legislation covering bullying. Nine (9) did not meet the provision. The following data provides the disposition of the seventeen (17) complaints received in 2022:

- Nine (9) were categorized as *Does Not Meet the Provision*
- One (1) was categorized as *Not Corroborated*.
- Seven (7) were categorized as *Corroborated* and their results are below.
  - Oral warning with Respectful Workplace training
  - Ten (10) day suspension with Respectful Workplace and Workplace Harassment training
  - Demotion with Respectful Workplace training
  - Demotion with Respectful Workplace training
  - Termination
  - The third-party contract employee's contract was terminated
  - Left the Department prior to the Commissioner's determination