



**OFFICE OF PROFESSIONAL STANDARDS**  
**CIVILIAN POLICE REVIEW BOARD**

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**Semi-Annual Report**  
**January – June 2019**

Cleveland, Ohio



# **CITY OF CLEVELAND**

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Department of Public Safety

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# Message from the OPS Administrator

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At OPS, 2019 began in much the same way that 2018 concluded - balancing efforts to conduct rigorous investigation of civilian complaints with continuing work toward greater community engagement while maintaining cooperative relationships with CDP leaders and federal monitors.

OPS' first semi-annual report represents our effort to combine tracking of yearly trends with a focus on narrower complaint data where short-term changes may have a significant effect on our operations.

Data reported for the first time in this report include the number and breakdown of cases received by police district, characteristics of complainants and subject CDP employees, and the effect of available WCS footage on OPS investigation outcomes.

Along with the new data reporting, OPS added new key personnel in 2019. OPS welcomed General Manager George Coulter and Research Analyst Spyridon Kodellas in February. They have already done much to make OPS operations more efficient, transparent and responsive. At the time of this writing, OPS has also hired a new Community Engagement Coordinator, who will start work at the end of September 2019.

Even as progress continues in key areas of OPS work, institutional challenges remain that threaten both the long-term stability and the day-to-day effectiveness of the organization.

Outstanding equipment needs, the availability of necessary resources, the security of OPS personnel and data, as well as the need to protect the independence of OPS investigations and procedures from undue outside influence all hang over the agency's daily work and its plans for the future.

In these critical areas, our stated intentions alone will not accomplish full compliance with the Consent Decree or meet the needs of the Cleveland community. Those goals will only be achieved through sustained action on the part of OPS staff, city officials, DOJ and the federal monitor, and all interested members of the public throughout Cleveland.

Sincerely,

*Roger Smith*

**Roger Smith**, Administrator  
*Office of Professional Standards*

# OPS Complaints Filed

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Anyone may file a complaint with the Office of Professional Standards (OPS), including subjects of police incidents, recipients of police services, witnesses to a police incident, a third party, a legal representative, an anonymous person, the OPS Administrator, or a member of the CPRB. This section covers the number of complaints received by OPS in the first half of 2019 and their characteristics.

## Complaints Received Per Month

The Office of Professional Standards received 103 complaints during the first half of 2019. The month of May was the busiest one with 25 complaints, followed by April and February with 19 complaints, respectively. In each of the months January and June, the number of complaints filed were 15. The least number of complaints were filed during March (10 complaints) (*Figure 1*).

## How Complaints were Received

During the first half of 2019, thirty people filed their complaints in person by visiting the premises of the Office of Professional Standards at 205 W. St. Clair Ave. Twenty-six people filed their complaints by facsimile and another twenty-three using the U.S. Postal Service. Nine people sent their complaints through E-mail and another six filled their complaints via phone. Five people visited a police station in their district to file the complaint and four people filed their complaints through the Mayor's Action Center (MAC), or the Director of Public Safety's Action Center (DAC) (*Figure 2*).

## Categories of Complaints

Each complaint received by OPS may include multiple allegations, and each allegation is investigated. For reporting purposes, the

Office of Professional Standards also captures the primary allegation as identified from the narrative the complainants provide in the complaint form or during the interview of the complainant with the investigator.

For the first half of 2019, "Unprofessional Behavior/Conduct" was the primary allegation in the highest number of complaints (35), followed by "Lack of Service/No Service" (27 complaints), "Improper Procedure" (20 complaints), "Harassment" (12 complaints), "Excessive Force" (5 complaints), and "Biased Policing" (2 complaints) (*Figure 3*). Of note here is the fact that the categories of "Lack of Service/No Service", "Unprofessional Behavior/Conduct", and "Improper Procedure" have remained the most popular categories of complaints for the last three calendar years (see 2018, 2017, and 2016 OPS Annual Reports).

## Number of Complaints by Police District

A breakdown of the 103 complaints by CDP district shows that the third police district received the most complaints (32) in the first half of 2019, followed by the second district with 23 complaints, the fifth with 16, the fourth with 11, and the first with 10 complaints. As far as the Special Units are concerned, the Bureau of Compliance, the Financial Crimes Unit, the Accident Investigation Unit, the Sex Crimes/Child Abuse Unit, and the Crime Scene & Record Unit received one complaint each. Finally, 6 complaints fell outside of the OPS jurisdiction (e.g., the complaint involved allegations against officers of Police Departments from nearby cities, etc.) (*Figure 4*).

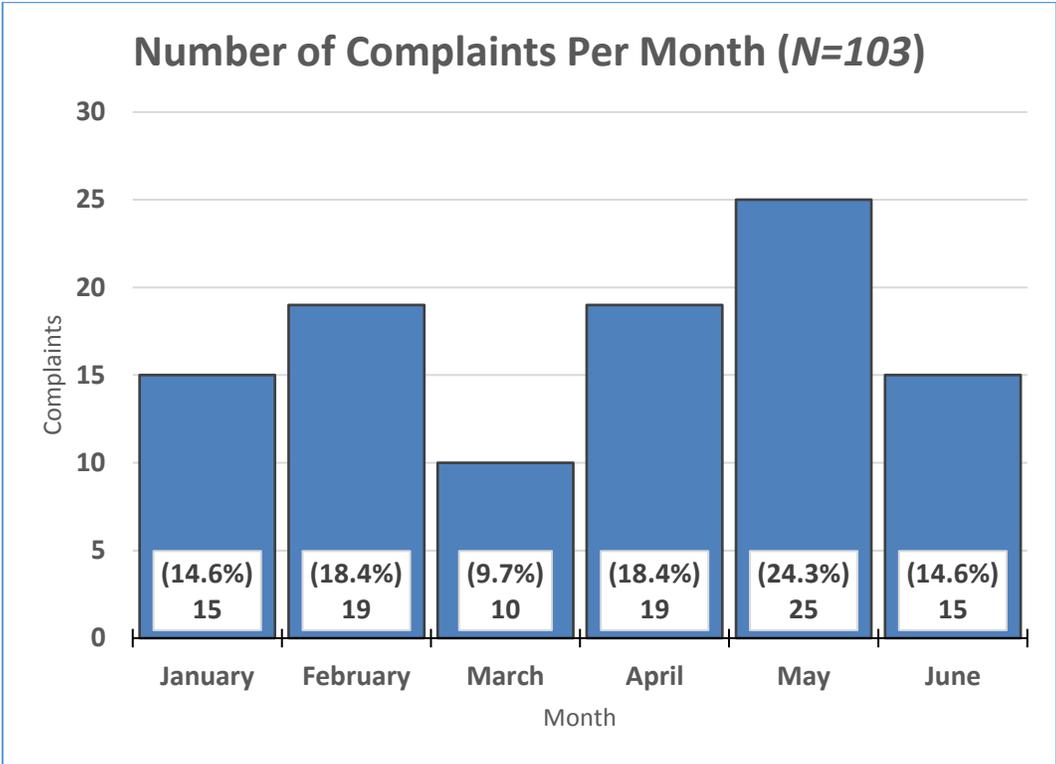


Figure 1: Number of complaints received per month

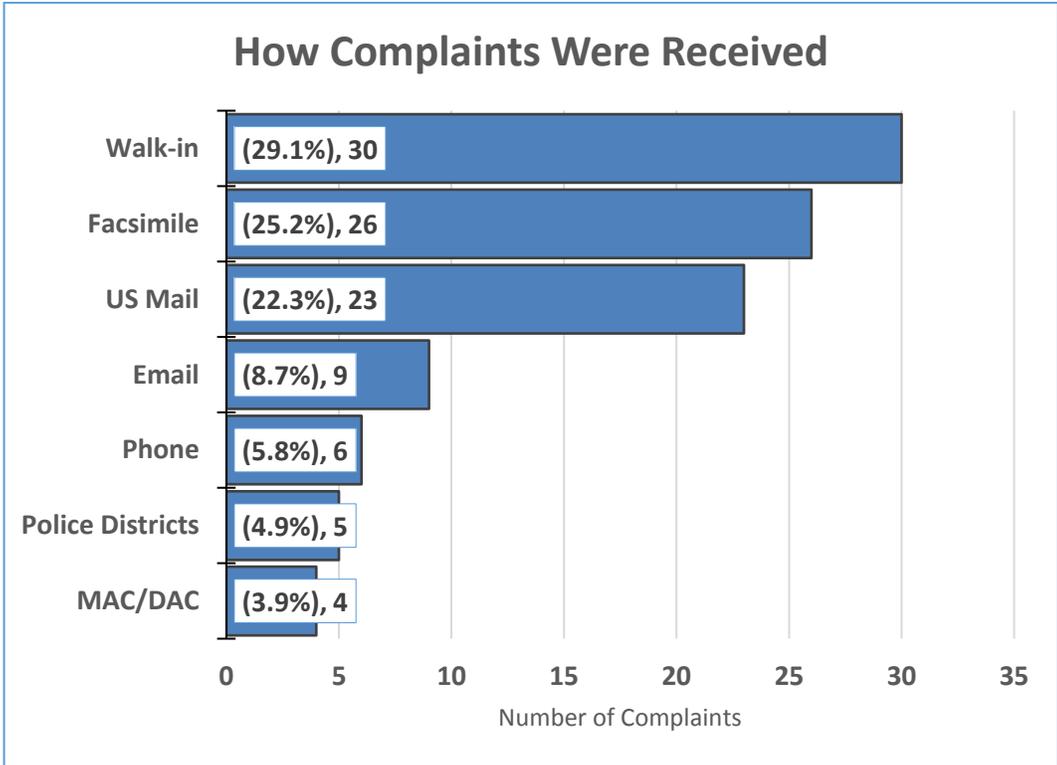


Figure 2: How complaints were received

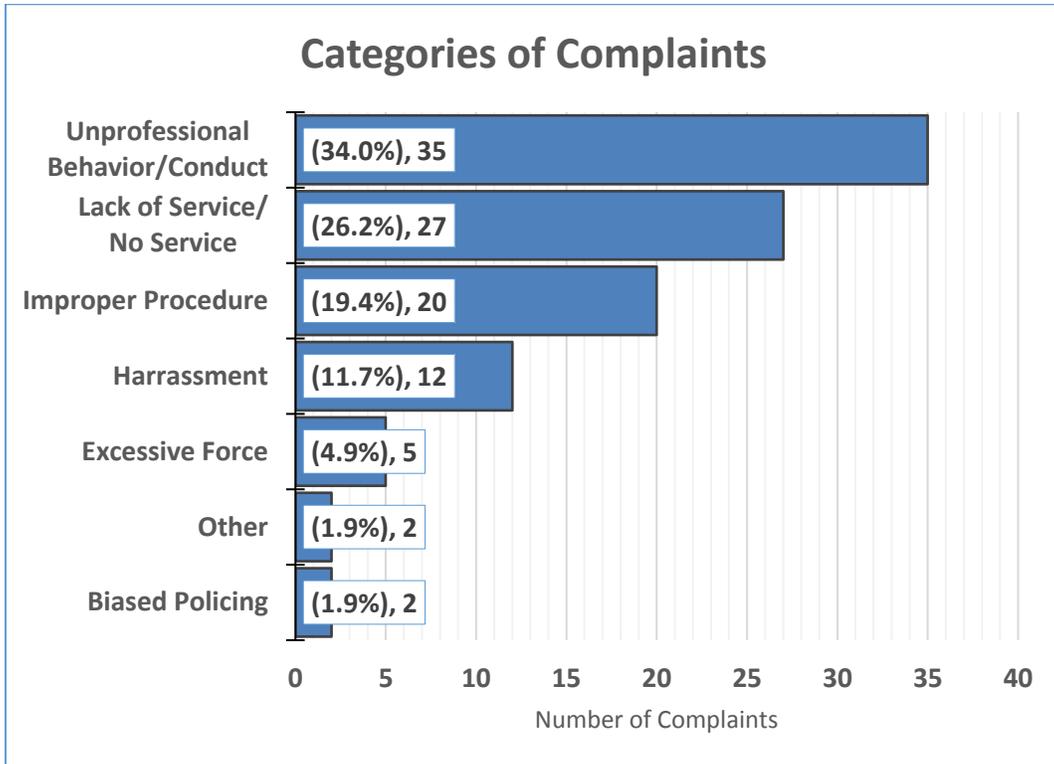


Figure 3: Categories of complaints

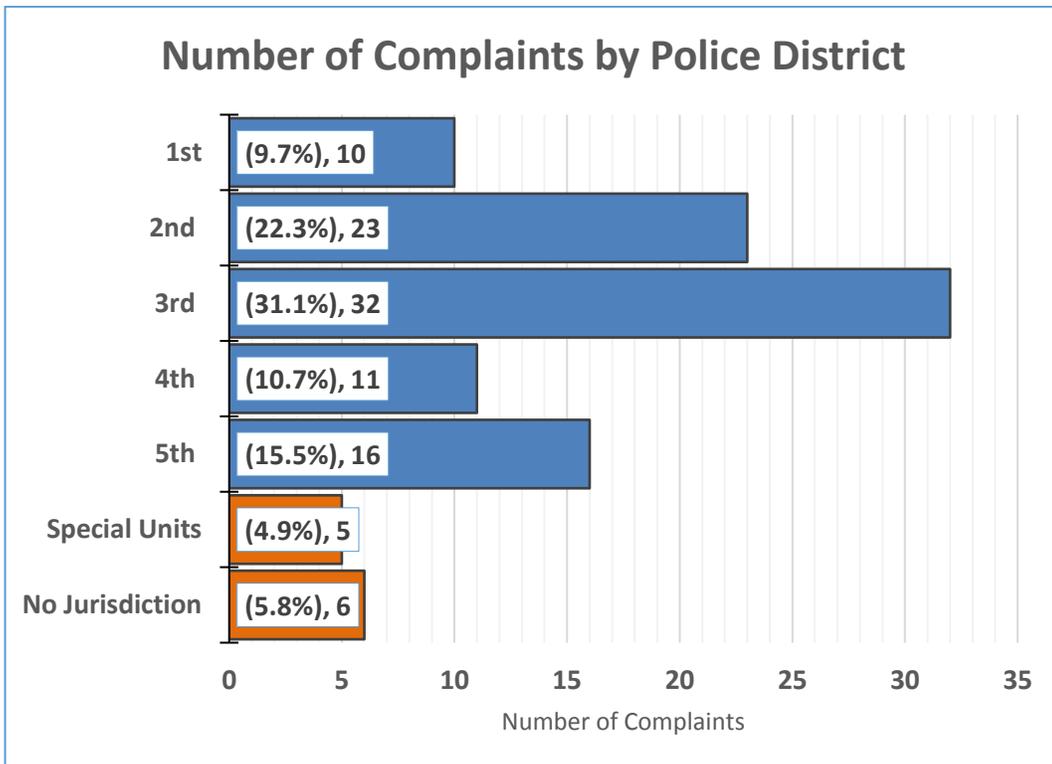


Figure 4: Number of complaints by Police District

### Primary allegation and Officer Rank by Police District

Not only the number of complaints but also the type of primary allegations varied by police district during the first half of 2019.

Specifically, “Lack of Service” and “Unprofessional Behavior” were the two most frequent primary allegations against officers of the **first police district** (Table 1). The majority of the officers receiving complaints had the rank of Patrol officer (70 percent), followed by Traffic Control officer (20 percent) and Sergeant (10 percent).

District 1		
Allegation	#	%
Lack of Service	4	40.0%
Unprofessional	3	30.0%
Harassment	2	20.0%
Improper Procedure	1	10.0%
<b>Total</b>	<b>10</b>	<b>100.0%</b>

Table 1: Primary allegations in 1st District

The two most frequent primary allegations against officers of the **second police district** were “Unprofessional Behavior” and “Improper procedure” (Table 2). Patrol officers received the majority of complaints (74 percent) in the second district, followed by Sergeants (13 percent), Detectives (9 percent), and Dispatchers (4 percent).

District 2		
Allegation	#	%
Unprofessional	8	34.8%
Improper Procedure	6	26.1%
Lack of Service	4	17.4%
Harassment	2	8.7%
Excessive Force	1	4.3%
Biased Policing	1	4.3%
Other/Retaliation	1	4.3%
<b>Total</b>	<b>23</b>	<b>100.0%</b>

Table 2: Primary allegations in 2nd District

The **third police district** had the allegations of “Unprofessional Behavior” and “Lack of Service” as the two most frequent (Table 3). Patrol officers received the majority of complaints (68 percent) in this district as well, followed by Sergeants (14 percent), Detectives (9 percent), Dispatchers (3 percent), Lieutenants (3 percent), and Commanders (3 percent).

District 3		
Allegation	#	%
Unprofessional	12	37.5%
Lack of Service	7	21.9%
Improper Procedure	5	15.6%
Harassment	4	12.5%
Excessive Force	3	9.4%
Other/Unspecified Conduct	1	3.1%
<b>Total</b>	<b>32</b>	<b>100.0%</b>

Table 3: Primary allegations in 3rd District

The two most frequent allegations against officers of the **fourth police district** were “Unprofessional Behavior” and “Lack of Service” (Table 4). Patrol officers received the majority of complaints (75 percent), followed by Detectives (25 percent).

District 4		
Allegation	#	%
Unprofessional	4	36.4%
Lack of Service	4	36.4%
Excessive Force	1	9.1%
Harassment	1	9.1%
Improper Procedure	1	9.1%
<b>Total</b>	<b>11</b>	<b>100.0%</b>

Table 4: Primary allegations in 4th District

The **fifth police district** had the allegations of “Lack of Service” and “Improper

Procedure” as the two most frequent (*Table 5*). In terms of officer rank, Patrol officers received the vast majority of complaints (82 percent), followed by Sergeants (14 percent), and Dispatchers (4 percent).

District 5		
<i>Allegation</i>	#	%
Lack of Service	7	43.8%
Improper Procedure	5	31.3%
Unprofessional	3	18.8%
Biased Policing	1	6.3%
<b>Total</b>	<b>16</b>	<b>100.0%</b>

**Table 5:** Primary Allegations in 5th District

Finally, **Special Units** had “Unprofessional Behavior” and “Harassment” as the two most frequent primary allegations (*Table 6*). In terms of rank, Patrol officers received the majority of complaints (80 percent), followed by the rank of Commander (20 percent).

Special Units		
<i>Allegation</i>	#	%
Unprofessional (Against the: <i>Accident Investigation Unit; Sex Crimes/Child Abuse Unit</i> )	2	40.0%
Harassment (Against the: <i>Bureau of Compliance; Crime Scene &amp; Record Unit</i> )	2	40.0%
Lack of Service (Against the: <i>Financial Crimes Unit</i> )	1	20.0%
<b>Total</b>	<b>5</b>	<b>100.0%</b>

**Table 6:** Primary Allegations in Special Units

# Status of Complaints

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Of the 103 complaints filed with OPS during the first half of 2019, 46 cases had been closed and 57 remained active as of the end of June 2019. Of the cases that were closed, 15 had received full investigation and had been heard by the CPRB. Another 8 cases also had received full investigation and were waiting for CPRB hearing as of the end of June 2019 (*Figure 5*).

## Administrative Dismissals and Closures

The Office of Professional Standards **Administratively dismisses** cases when:

1. The individual complained of is not a CDP employee;
2. The employee referenced in the complaint cannot be identified despite the best efforts of the agency;
3. The preliminary investigation reveals that the delay in police services was due to workload or otherwise unavoidable;
4. The complaint involves off-duty conduct of a civil nature (unless the alleged conduct, or its effects, constitute misconduct or have a substantial nexus to the officer's City employment);
5. The complaint concerns the receipt of a uniform traffic ticket and/or parking infraction notice without any additional claims of racial profiling, illegal search, excessive force, or other allegations within OPS's jurisdiction.

In addition to the Administrative Dismissal process, cases may also be **Administratively Closed**. In administrative closure cases may be closed in order to merge or consolidate multiple related cases, when OPS has received duplicate complaints or when a case is opened in error. Cases are merged and consolidated when multiple complaints are received raising the same facts or arising from the same occurrence such that a collective investigation of both complaints would be most effective under the circumstances.

The number of cases that were administratively dismissed in the first half of 2019 was 16, and administratively closed 7 (*Figure 5*). The reasons for the administrative dismissals and closers varied. Specifically, 6 cases were dismissed because OPS had no jurisdiction (i.e., the complaints fell outside the categories mentioned in OPS Operational Manual §102), 4 because the officer involved was not a Cleveland Department of Police employee, 4 cases because the employee referenced in the complaint could not be identified despite the best efforts of the investigator, 4 cases because the complaint concerned the receipt of a uniform traffic ticket and/or parking infraction (without any additional claims of misconduct from a CDP employee), 2 cases because no misconduct was alleged in the complaint (see, OPS Operational Manual §204), and 1 case because the complaint involved off-duty conduct of a civil nature. Finally, OPS administratively closed 2 cases because they were duplicates (*Figure 6*).

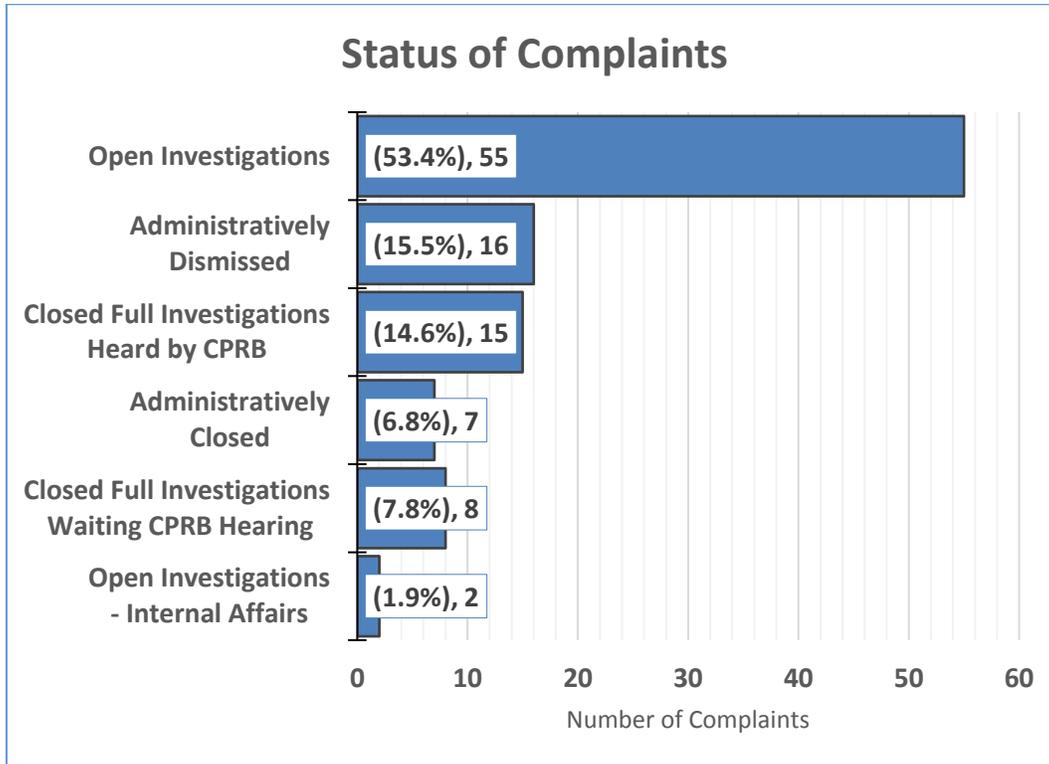


Figure 5: Status of complaints as of June 30, 2019

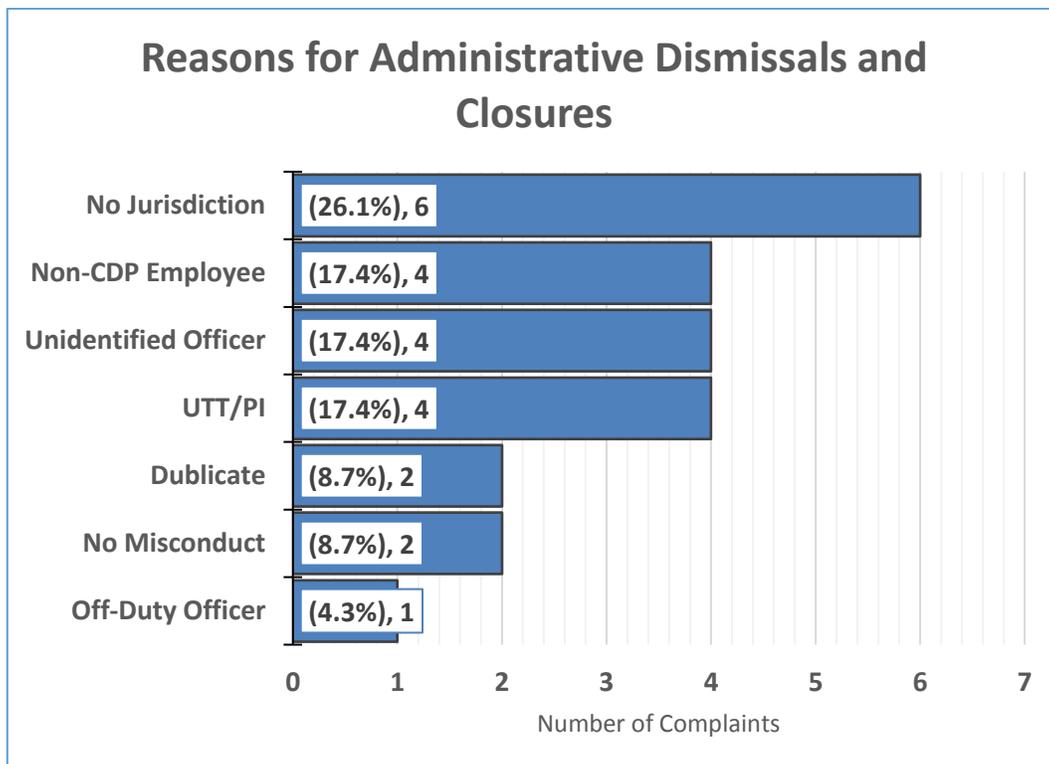
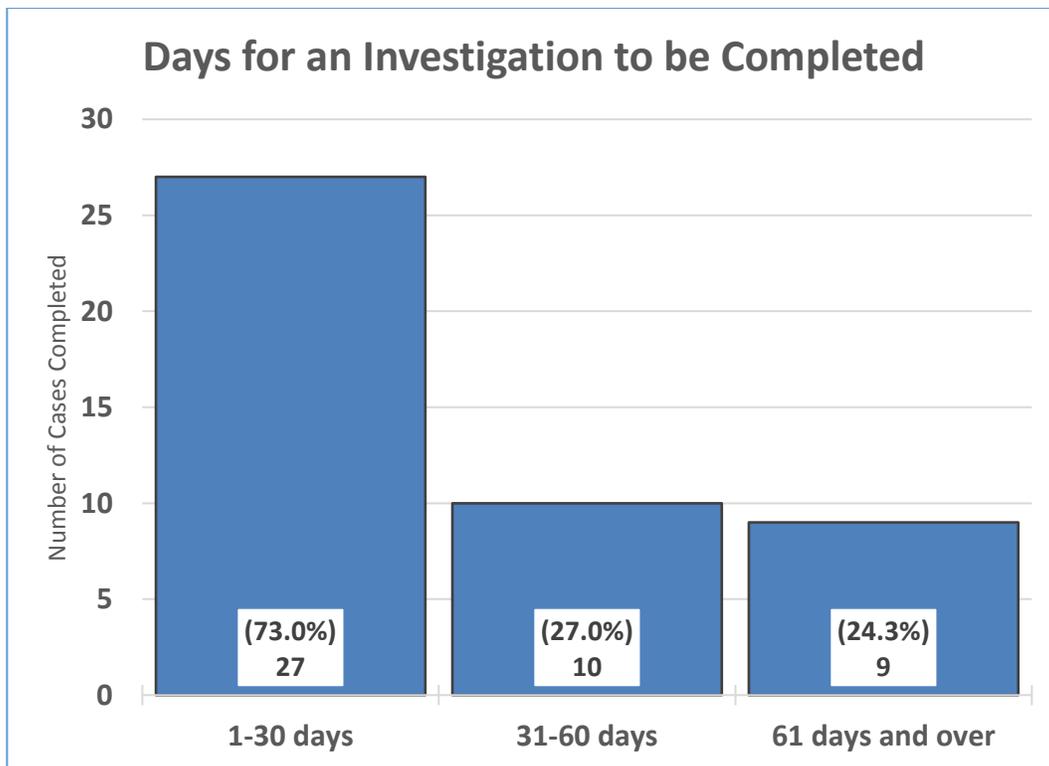


Figure 6: Reasons for administrative dismissals and closures

# Timeliness

The timeliness of investigations is a continuing priority for the Office of Professional Standards. Timeliness depends upon several aspects, including but not limited to: the number and complexity of the complaints filed; the existence and size of case backlogs; staffing; DA holds and other procedural gaps in investigation, and; the timetable in which documents and other evidentiary requests are met by external sources.

Out of the 46 cases that were closed in the first half of 2019, in 27 of them the investigation was closed within 30 days and in 10 the investigation was closed within 60 days. The rest of the investigations were completed in more than 61 days. The average days for an investigation to be completed in the first half of 2019 was 35 days. (*Figure 7*).

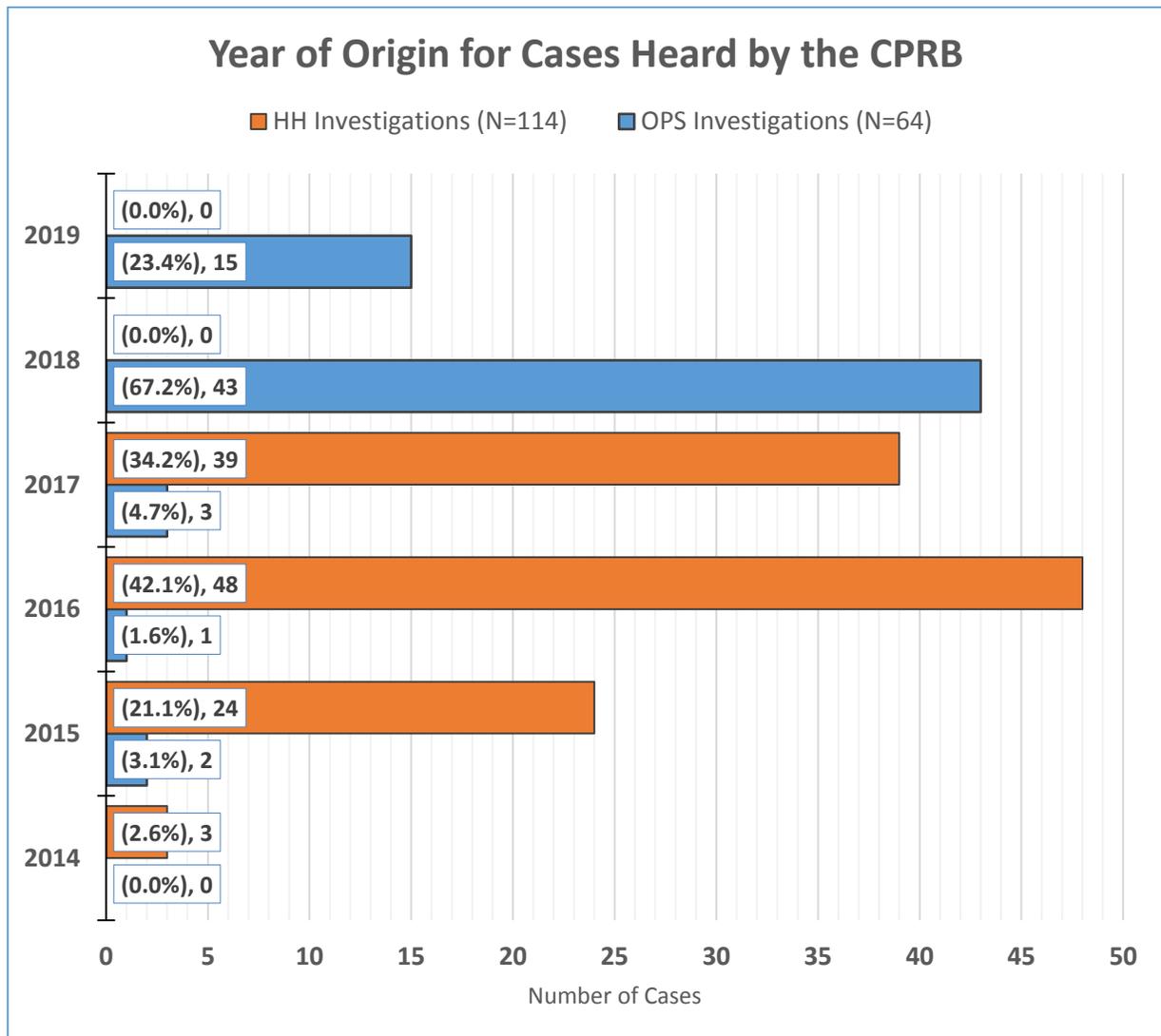


**Figure 7:** Days for an Investigation to be completed

## Year of Origin for Cases Heard by the CPRB

In the first half of 2019, the CPRB adjudicated 64 complaints based on OPS investigations. Of those complaints, 15 were filed in 2019, 43 in 2018, 3 in 2017, 1 in 2016, and another 2 in 2015 (Figure 8).

During the first half of 2019, the CPRB also adjudicated cases investigated by Hillard Heintze, the consulting firm hired by the City of Cleveland to address the backlog of cases filed between 2014 and 2017. Of those cases, 39 were filed in 2017, 48 in 2016, 24 in 2015, and 3 in 2014 (Figure 9).



**Figure 8:** Year of Origin for Cases Heard by the CPRB

# CPRB Dispositions

Each complaint can involve one allegation or (what is more common) multiple allegations. Table 7, below, presents information about all 158 allegations introduced in the 64 complaints that were heard by the CPRB in the first half of 2019<sup>1</sup>. In 36 of the 158 allegations (or 22.8 percent) the CPRB suggested sustained findings to the Chief of Police, whereas in 60 allegations (or 38.0 percent) the Board exonerated the officer. Further, in 32 allegations (or 20.3 percent) the Board decided that the allegations were unfounded and in 30 allegations (or 19.0 percent) decided that the evidence presented

were insufficient to determine whether misconduct had occurred.

As far as type of allegation is concerned, the Board sustained 36.5 percent of the "Unprofessional Behavior/Conduct", 22.2 percent of the "Improper Procedure", and 16.3 percent of "Lack of Service/No Service" allegations. In the first quarter of 2019, the Board sustained 1 "Excessive Force" allegation (14.3 percent) and did not sustain any of the "Harassment", "Bias Policing" or "Missing Property" allegations.

**Table 7: CPRB Dispositions**

Type of Allegation	Disposition				Total Allegations
	Sustained	Exonerated	Unfounded	Insufficient Evidence	
Unprofessional Behavior / Conduct	19 (36.5%)	13 (25%)	11 (21.2%)	9 (17.3%)	<b>52</b>
Improper Procedure	8 (22.2%)	23 (63.9%)	3 (8.3%)	2 (5.6%)	<b>36</b>
Lack of Service / No Service	8 (16.3%)	21 (42.9%)	11 (22.4%)	9 (18.4%)	<b>49</b>
Excessive Force	1 (14.3%)	1 (14.3%)	2 (28.6%)	3 (42.9%)	<b>7</b>
Harassment	0 (0%)	1 (33.3%)	0 (0%)	2 (66.7%)	<b>3</b>
Biased Policing	0 (0%)	0 (0%)	5 (62.5%)	3 (37.5%)	<b>8</b>
Missing Property	0 (0%)	1 (33.3%)	0 (0%)	2 (66.7%)	<b>3</b>
<b>Total</b>	<b>36 (22.8%)</b>	<b>60 (38.0%)</b>	<b>32 (20.3%)</b>	<b>30 (19.0%)</b>	<b>158</b>

<sup>1</sup> The 114 Hillard Heintze investigations that were heard by the CPRB in the first half of 2019 contained no recommendations for sustained allegations.

# Wearable Camera Systems (WCS) and Case Dispositions

## Overview

Cleveland Division of Police (CDP) started a pilot Wearable Camera System (WCS) in June 2014<sup>2</sup>. Since December 2016, WCSs are mandatory for all members who have been issued a WCS<sup>3</sup>. Specifically, CDP policy requires officers to activate WCSs prior to responding to all calls for service, during all investigative or enforcement contacts with the public, or other contact with the public that may or does become adversarial after the initial contact<sup>4</sup>.

## Officer Compliance with WCS Policies

In the first half of 2019, 81.6 percent of cases that went before the CPRB had relevant WCS video. There are several reasons why an OPS case might not have WCS footage. It might be, for instance, because the officer(s) involved had not been issued a WCS or because the officer(s) did not activate the WCS during the incident. Some other cases do not involve WCS footage because the incident took place over the phone/online or because the officer was working off duty, etc.

OPS has full access to all CDP WCS videos that are relevant to OPS investigations. If, during the investigation, OPS determines that the officer(s) involved had been issued WCS but did not activate it as required, then OPS has the ability to charge the officer(s) with the additional violation of failure to activate WCS

(i.e., for violation of General Police Order (GPO) 3.2.20). From the cases that went before the CPRB in the first half of 2019, the number of officers that were charged with the additional violation of failure to activate WCS was only 7 percent.

## Impact of WCSs

The availability and access of WCS footage that illustrates the actions and conduct of officers and complainants has been a powerful accountability tool. *Figure 9* presents how WCS footage affected the disposition of cases in the first half of 2019. It is evident that WCS video footage helped the CPRB reach a conclusive finding in more than 85 percent of cases (compared to only 62 percent without WCS video footage).

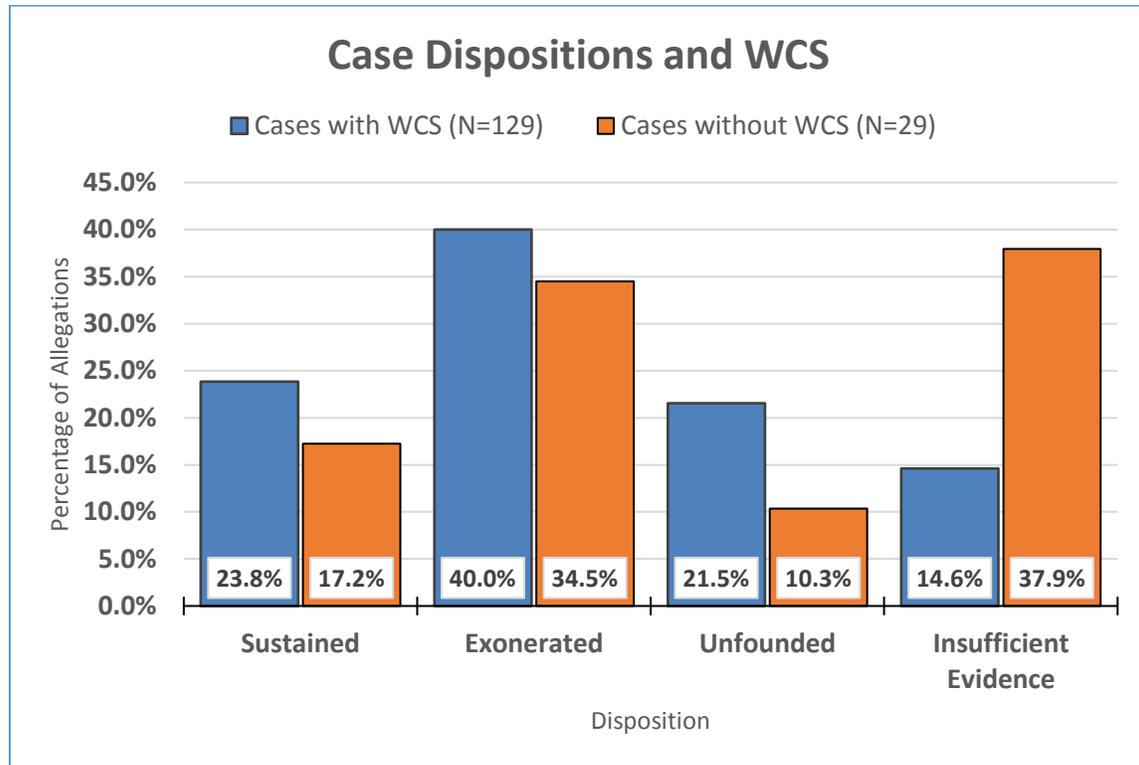
Specifically, the existence of WCS footage:

- Increased by more than 38 percent the chances that an allegation against a CDP employee will be sustained.
- Increased by almost 16 percent the chances that a CDP employee will be exonerated.
- Increased by more than 108 percent the chances that an allegation against a CDP employee will be unfounded.
- Reduced by more than 61 percent the chances that the CPRB will not have sufficient evidence to make a determination (see *Figure 9*).

<sup>2</sup> See CDP Divisional Notice 14-226 and General Police Order (GPO) 3.2.20.

<sup>3</sup> See CDP Divisional Notice 16-372. It should be noted that CDP officers in the Swat team and Gang unit have not been issued WCSs.

<sup>4</sup> General Police Order (GPO) 3.2.20, page 2.



**Figure 9:** Case Dispositions and Wearable Camera Systems (WCS)

# Case Abstracts of CPRB Dispositions

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*The following case abstracts serve as examples of what the different CPRB dispositions of Sustained, Exonerated, Unfounded, and Insufficient Evidence mean in practice.*

## Sustained

The complainant went to a Gas Station within the limits of the City of Cleveland where she encountered a City of Cleveland Police Officer who, at the time, was working secondary employment. The complainant filed a complaint stating that the officer was unprofessional when he called her "beautiful", said "hey baby" to her, and asked her to "come here". In addition, the complainant stated that the officer looked at her in a way that caused her to feel uncomfortable. The facts collected by the OPS investigation indicated that the officer violated manual of rules #5.01 by engaging in speech that would reasonably diminish the esteem of the Division of Police in the eyes of the public. Also, the investigation revealed that the officer was not wearing his badge during secondary employment and thus violated GPO 1.1.12. The CPRB sustained both unprofessional conduct allegations.

## Exonerated

The complainant filed an in-person complaint stating that he was improperly cited for a stop sign violation by a City of Cleveland police officer, and that the officer infringed on his rights requesting that he sign the ticket on the spot, before he has the chance to consult with an attorney. The preponderance of the evidence collected by the OPS investigation,

including Wearable Camera System (WCS), showed that the officer properly issued the traffic citation to the complainant under GPO 8.2.03, Manual sections 4.01 and 4.18, and ORC 2935.26. Also, that the officer followed proper procedure and acted in a patient and professional manner when requested that the complainant sign the citation on the spot. The CPRB exonerated the officer for the allegations of improper citation and unprofessional behavior.

## Unfounded

The complainant alleged that when she called 911 to report that she was being threatened, the two dispatchers and the one supervisor she spoke to treated her unprofessionally. The facts collected by the OPS investigation, including the 911 recordings for this incident, failed to establish that the dispatchers and the supervisor treated the complainant unprofessionally. The recordings indicated that the dispatchers and the supervisor endeavored and stayed on task to obtain the necessary information to dispatch a zone car to assist with the complainant's emergency. Record evidence also established that a zone car arrived at the complainant's address. The CPRB determined that the allegation was unfounded.

## Insufficient Evidence

The complainant stated that he was in the restroom at Tower City when he heard a City of Cleveland police officer yelling at the person being in the handicapped restroom to get out and also threatening him to come in the restroom and remove him if he did not

comply. The complainant stated that he asked the police officer why he would speak to someone like that, when they were just using the bathroom. The complainant said that the officer responded to him by saying: "mind your mother fucking business". The facts OPS managed to collect with its investigation failed to establish whether the alleged conduct did or did not occur. Specifically, the security video contained no audio component, there was no WCS footage available because the officer was working secondary employment, and there were no independent witnesses that could provide any testimony regarding what the officer said to the complainant. The CPRB determined that there was insufficient evidence for the allegation of unprofessional behavior.

## Chief and Director's Hearings

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In the last months of 2018<sup>5</sup> and during the first half of 2019, 25 cases had a Chief's or Director's disciplinary hearing and some form of discipline or reinstruction was imposed in 24 of those cases. Specifically, the Chief issued days of suspension in 8 cases and a letter of reprimand and/or reinstruction in 13 cases. In 3 cases the Chief dismissed the allegations and the CPRB appealed the cases to the Director. In 2 of those cases the Director differed from the Chief's decision and issued some form of discipline, and in 1 case the Director upheld the Chief's decision. An additional case was adjudicated solely by the Director<sup>6</sup> who issued days of suspension.

From Table 8, we see that in 79.0 percent of the time the Chief's discipline was in concurrence with the discipline recommended by the CPRB. The Director's discipline was in concurrence with the discipline recommended by the CPRB only 25.0 percent of the time.

### Discipline Concurrence

The Office of Professional Standards tracks whether or not the discipline imposed by the Chief and/or the Director was in concurrence with that recommended by the CPRB.

Discipline Concurrence means that the Chief or Director agreed with the Group Level of discipline recommended by the CPRB. When the Chief's or Director's discipline is of a lesser Group Level than that recommended by the CPRB, the discipline is not in concurrence. The CPRB does not take a position concerning the number of suspension days or any penalty differences falling within the same Group Level.

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<sup>5</sup> Due to the time it takes for the whole disciplinary process to conclude (and a final disposition letter to be issued), these cases were not able to be included in last year's annual report. Thus, we incorporate them in this report.

<sup>6</sup> If the Chief recommends a penalty greater than a 10 day suspension, the Director of Public Safety will hear the disciplinary charge filed against the officer, render judgement on such charge and set the disciplinary penalty, if any.

**Table 8: Case Summaries and Discipline Concurrence**

Case	Allegations Sustained by CPRB	CPRB Discipline Recommendation	Result of Chief's Hearing	Chief's Discipline Concurrence	Result of Director's Hearing	Director's Discipline Concurrence
15-270	Unprofessional Conduct	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	
15-285	PSA <sup>7</sup> : Investigations Violations TSA <sup>8</sup> : 6	Group III	Dismissed the Allegations	 No Discipline	(The CPRB Appealed the case to the Director)  Issued a 6-day Suspension	 Discipline Difference
17-020	PSA: Unprofessional Conduct TSA: 7	Group II	Issued a Written Reprimand; Issued a 6-day Suspension	 Discipline Concurrence	-	
17-028	PSA: Lack of Service TSA: 2	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	
17-036	Improper Procedure	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	
17-229	Lack of Service	Group II	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director)  Issued a Written Reprimand	 Discipline Difference
18-012	Wrongful Determination of Child Custody	Group I	Issued a 1-day Suspension	 Discipline Concurrence	-	
18-036	PSA: Lack of Service TSA: 3	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	

<sup>7</sup> PSA = Primary Sustained Allegation.<sup>8</sup> TSA = Total Sustained Allegations.

18-041	Lack of Service	Group I	Issued a Letter of Reinstruction	 Discipline Concurrency	-	
18-064	Unprofessional Conduct	Group II	Issued a 6-day Suspension	 Discipline Concurrency	-	
18-085	PSA: Harassment; Biased Policing TSA: 12	Group III	-	-	Issued a 25-day Suspension	 Discipline Concurrency
18-089	PSA: Unprofessional Conduct; TSA: 3	Group II	Issued a 2-day Suspension	 Discipline Difference	-	
18-099	PSA: Unprofessional Conduct; TSA: 2	Group I	Issued a Written Reprimand	 Discipline Concurrency	-	
18-101	Improper Procedure	Group I	Issued a Written Reprimand	 Discipline Concurrency	-	
18-105	Lack of Service	Group II	Issued a 1-day Suspension	 Discipline Difference	-	
18-128	Lack of Service	Group I	Issued a Letter of Reinstruction	 Discipline Concurrency	-	
18-132	Wearable Camera System Violation	Group I	Issued a 4-day suspension	 Discipline Concurrency	-	
18-139	Wearable Camera System Violation	Group I	Issued a Letter of Reinstruction	 Discipline Concurrency	-	
18-147	Lack of Service	Group II	Dismissed the Allegation	 No Discipline	<i>(The CPRB Appealed the case to the Director)</i> Dismissed the Allegation	 No Discipline

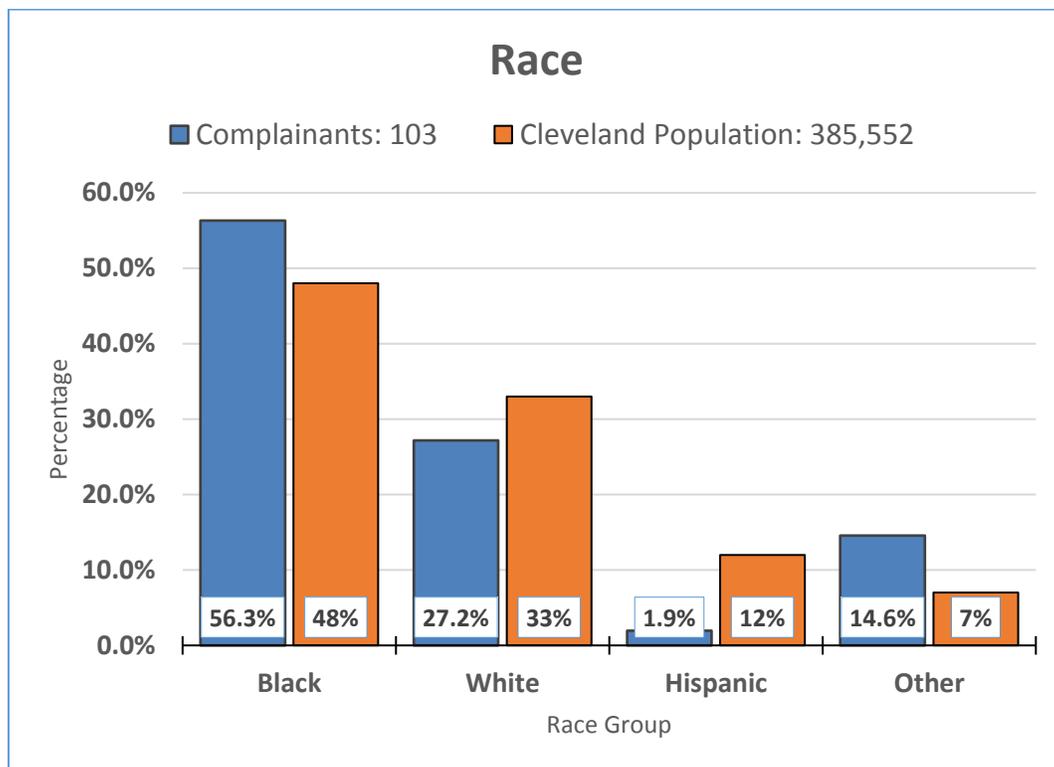
<b>18-148</b>	Wearable Camera System Violation	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	
<b>18-162</b>	Unprofessional Conduct	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	
<b>18-164</b>	Improper Procedure	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	
<b>18-171</b>	Improper Procedure	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	
<b>18-187</b>	Unprofessional Conduct	Group I	Issued a 4-day suspension	 Discipline Concurrence	-	
<b>18-190</b>	Wearable Camera System Violation	Group I	Issued an 1-day suspension	 Discipline Concurrence	-	
<b>Total</b>				<b>79% Concurrence</b>		<b>25% Concurrence</b>

## Characteristics of Complainants

In terms of race, 56.3 percent of the complainants in the first half of 2019 were black, with white complainants being the second largest category with 27.2 percent (*Figure 10*)<sup>9</sup>.

In terms of gender, the slight majority of complaints in the first half of 2019 were filed by men (51.5 percent) (*Figure 11*).

Finally, in terms of age, the majority of complainants were between the ages of 30 to 59 (72.6 percent) (*Figure 12*). The average age of complainants in the first half of 2019 was 45 years of age.



**Figure 10:** Race of complainants as compared to the Cleveland population

<sup>9</sup> The Cleveland population statistics are based on the 2017 American Community Survey (ACS) 1-year Estimates. For more information see: [https://factfinder.census.gov/faces/nav/jsf/pages/community\\_facts.xhtml](https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml) and <https://www.census.gov/quickfacts/clevelandcityohio>

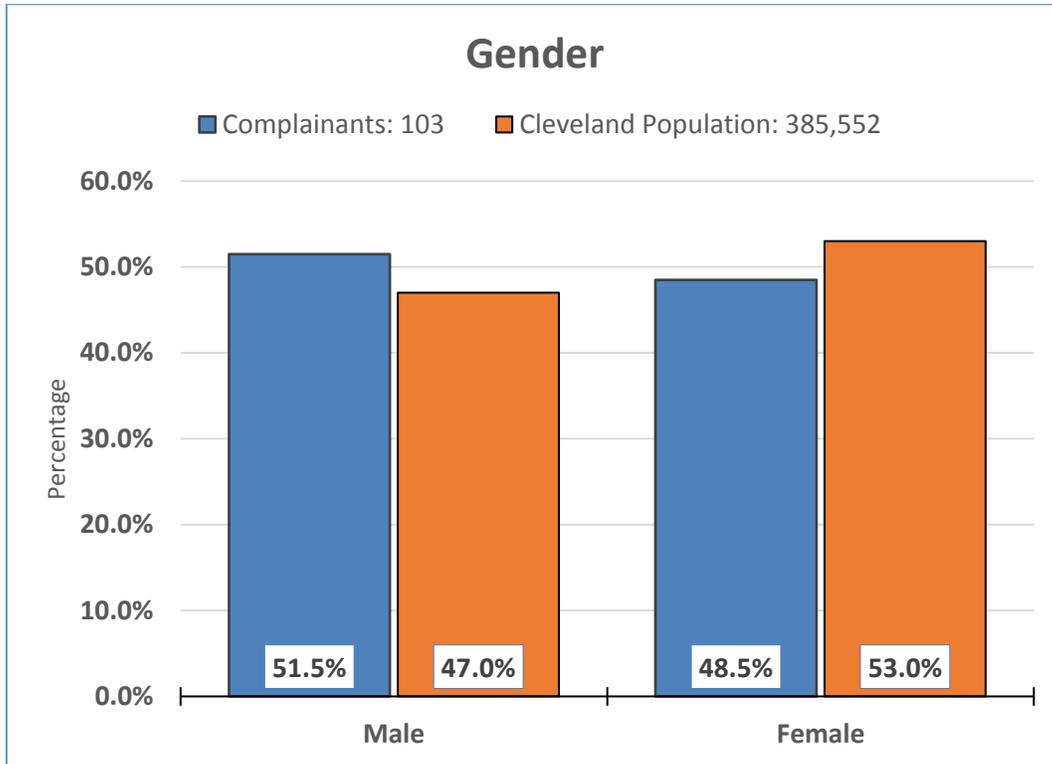


Figure 11: Gender of complainants as compared to the Cleveland population

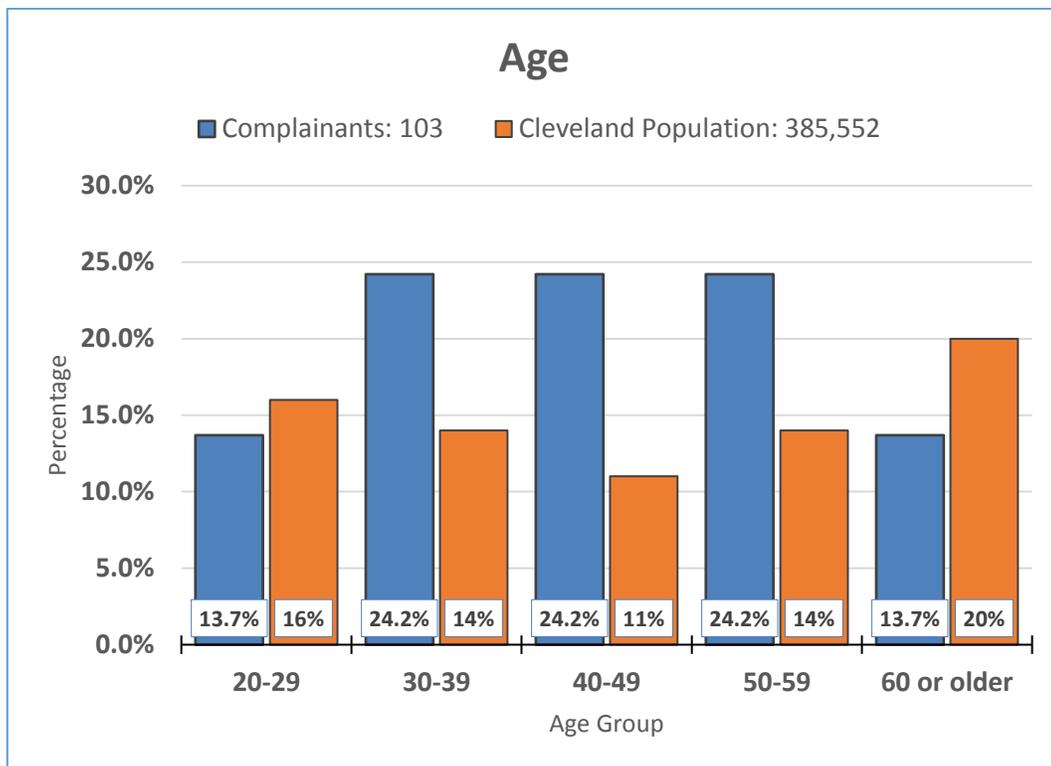


Figure 12: Age of complainants as compared to the Cleveland population

# Characteristics of CDP Employees

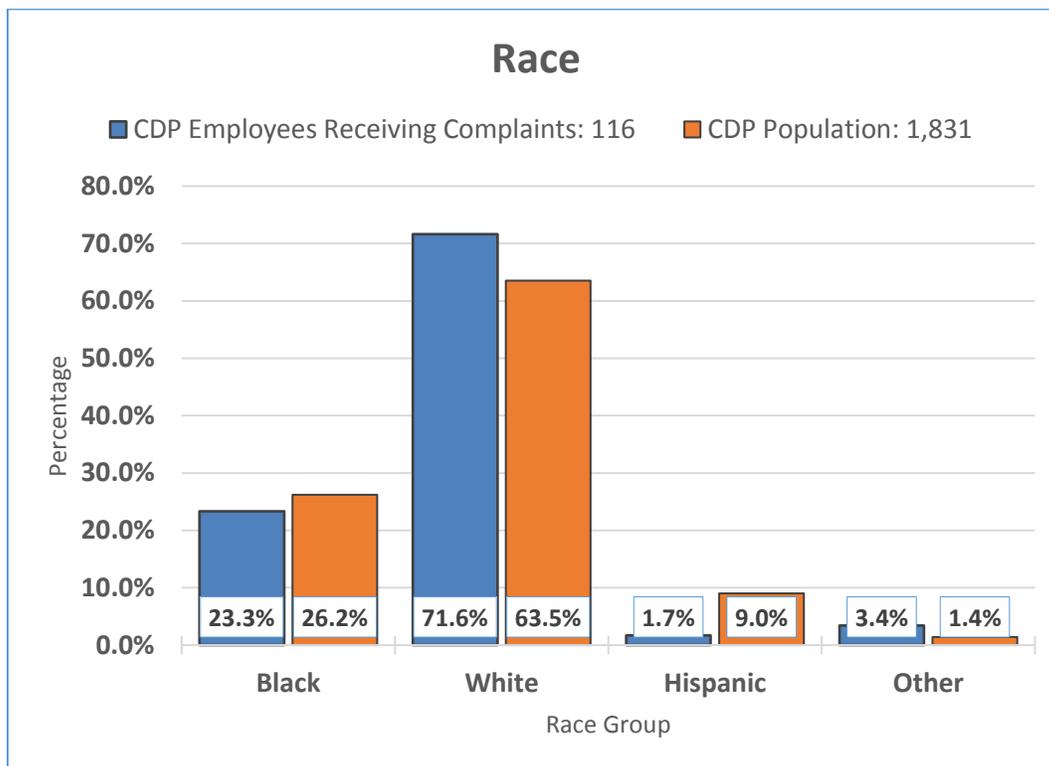
A total of 116<sup>10</sup> officers received complaints in the first quarter of 2019, with 7 officers receiving two complaints.

In terms of race, White CDP employees received the majority of complaints (71.6 percent), while Blacks and Hispanics followed with 23.3 percent and 1.7 percent respectively (*Figure 13*).

In terms of gender, males received the vast majority of complaints (84.3 percent) compared to females (15.7 percent) (*Figure 14*).

In terms of age, the groups that received the majority of the complaints were 40-49 (30.9 percent), 50-59 (29.1 percent), and 30-39 years of age (23.6 percent) (*Figure 15*).

Finally, in terms of tenure, CDP employees with 1-5 years (31.5 percent) and those with 21-25 years (26.1 percent) on the job received the majority of the complaints in the first half of 2019 (*Figure 16*).



**Figure 13:** Race of CDP employees receiving complaints as compared to the CDP population

<sup>10</sup> In a number of OPS cases, the exact number of involved officers in the complaint has not been finalized as of the writing of this report. So, it is reasonable to assume that this number is going to change upwards as the investigations progress.

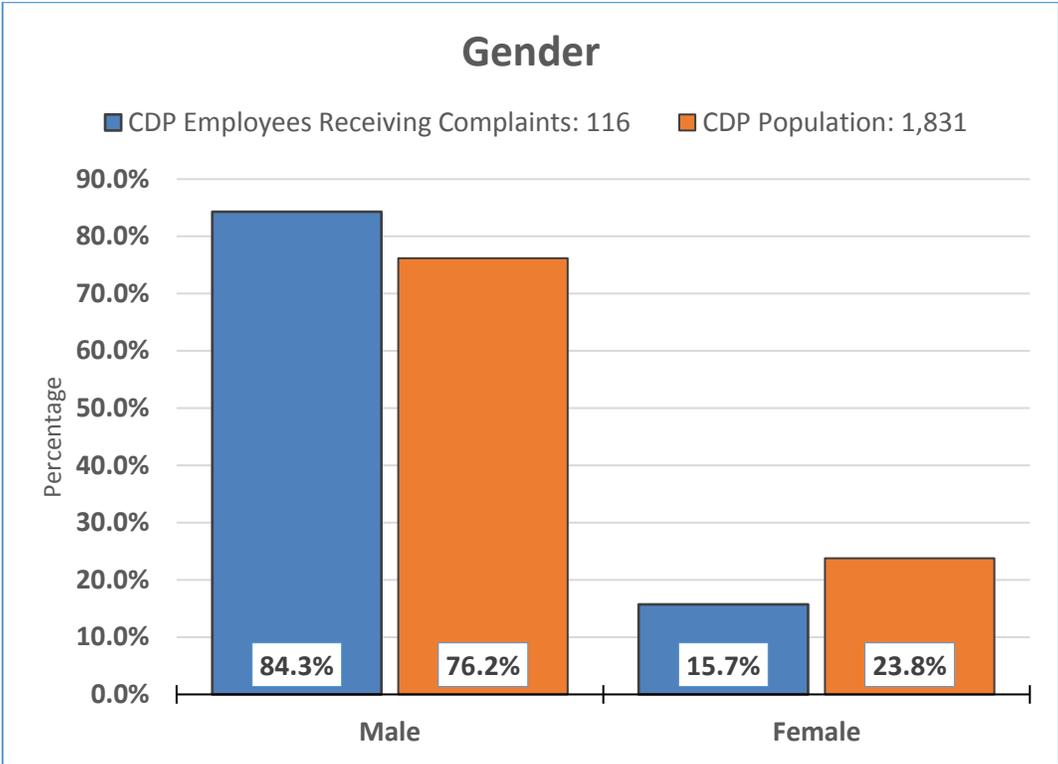


Figure 14: Gender of CDP employees receiving complaints as compared to the CDP population

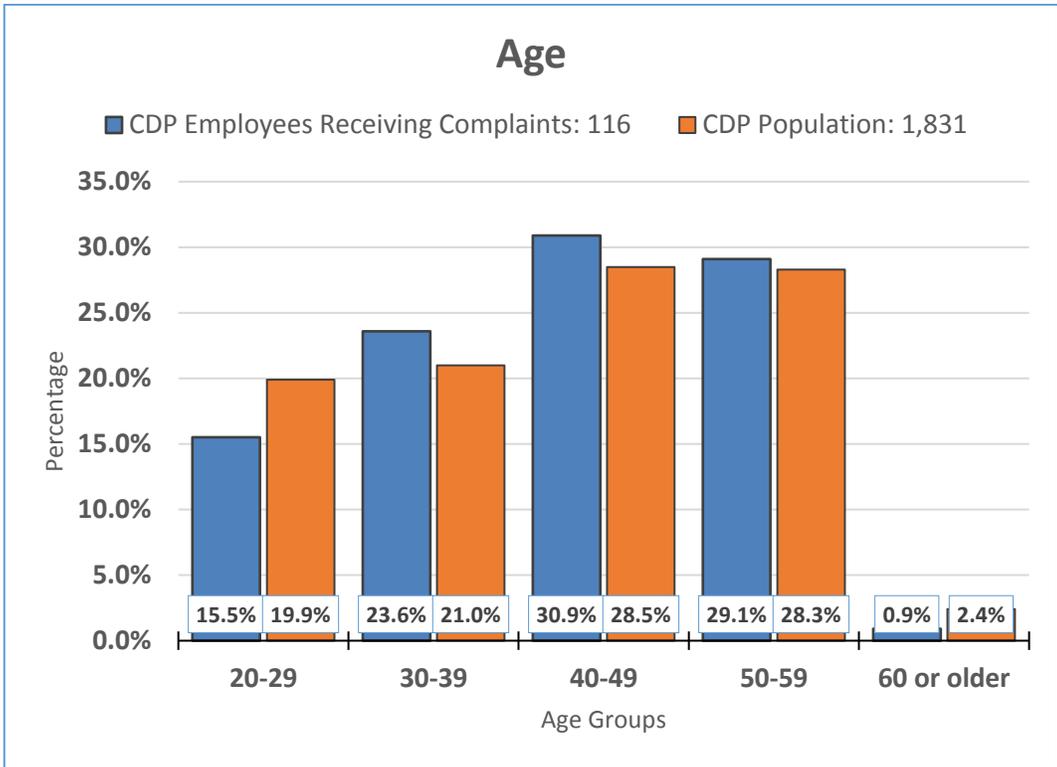
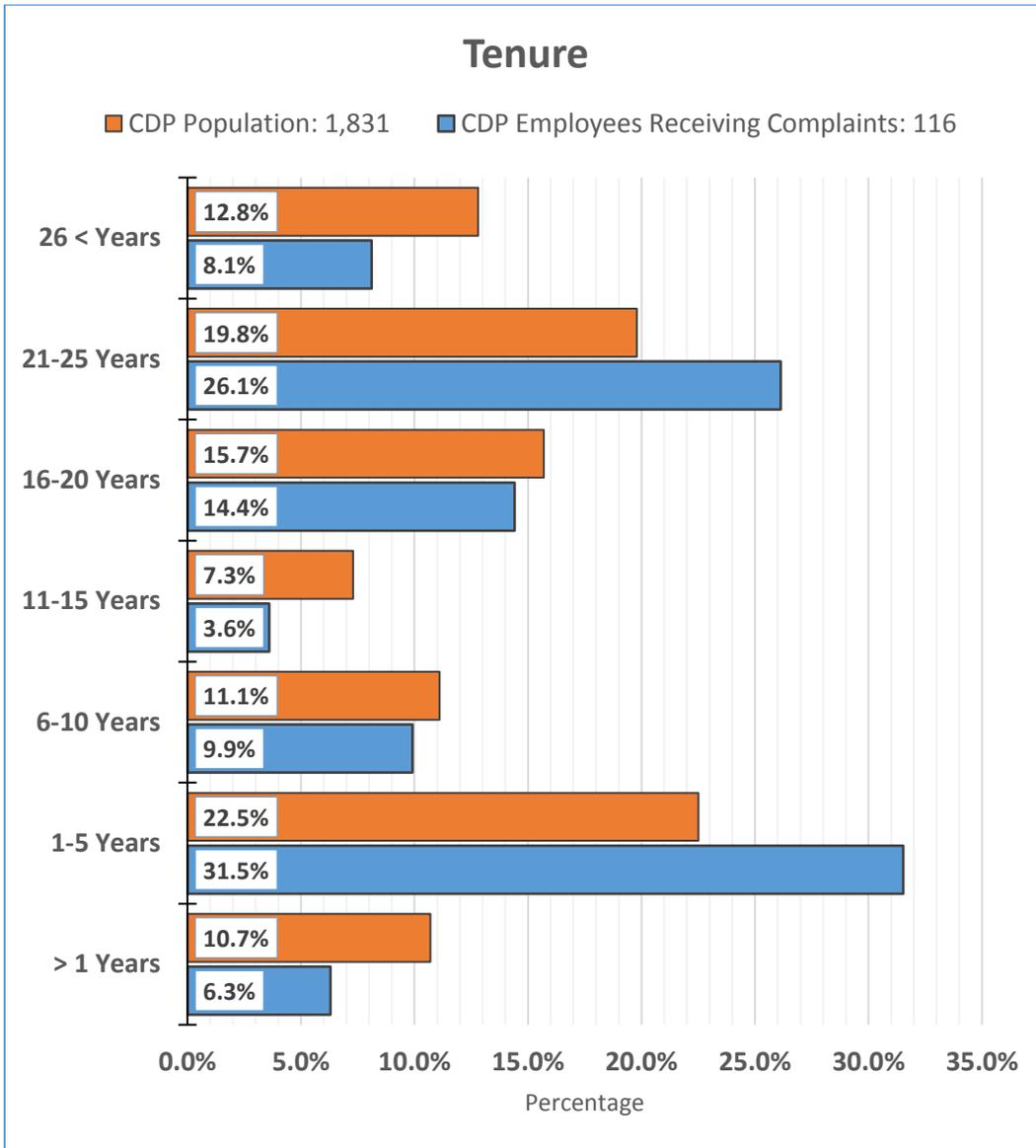


Figure 15: Age of CDP employees receiving complaints as compared to the CDP population



**Figure 16:** Tenure of CDP employees receiving complaints as compared to the CDP population

# Complainant and Officer Demographic Pairings

The most frequent complainant-officer pairings in the first half of 2019, were black complainants filing complaints against white officers, which accounted for 43.4 percent of the complaints received. White complainants filing complaints against white officers

accounted for 27.3 percent of all complaints received, and black complainants filing complaints against black officers accounted for 20.2 percent of all complaints received (Figure 17).

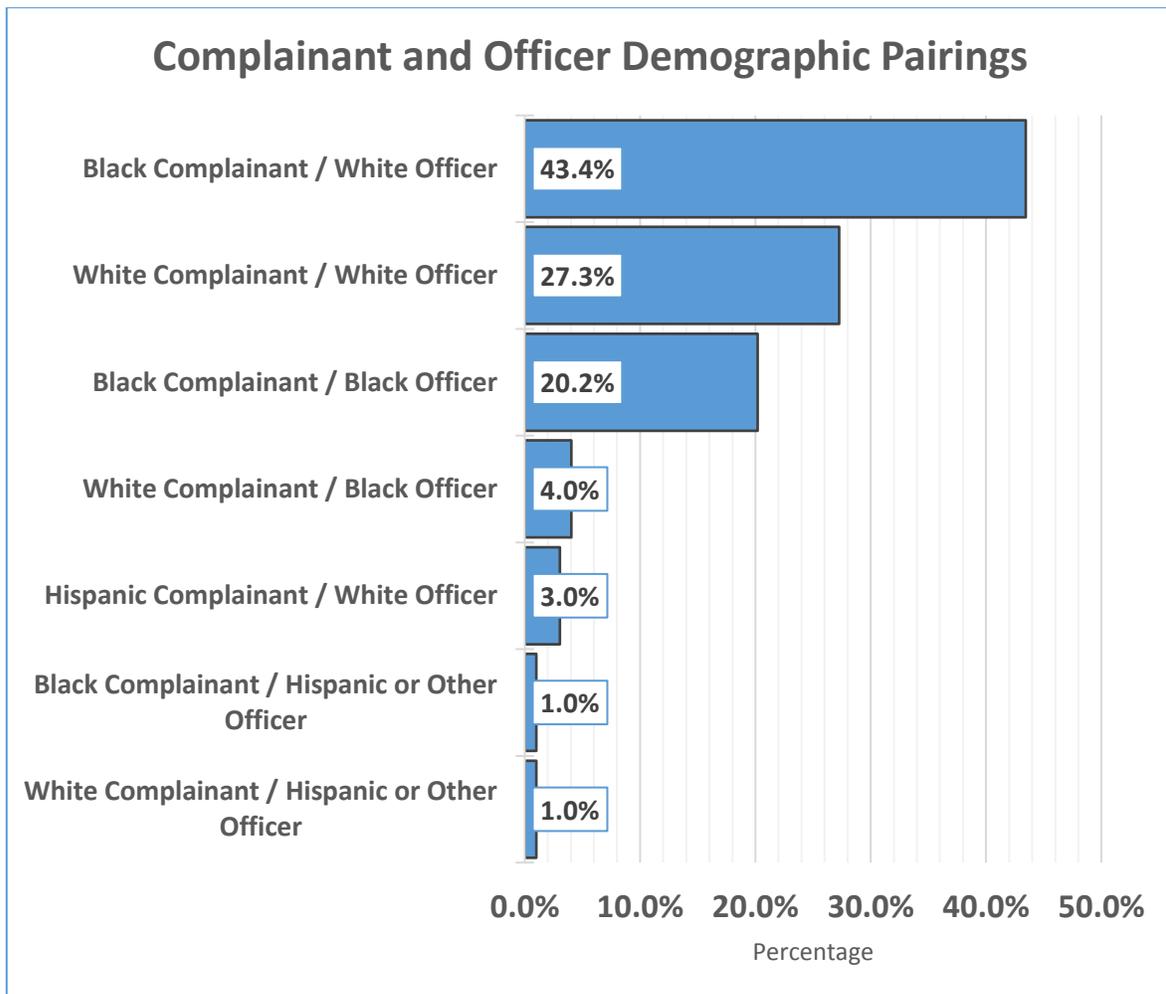


Figure 17: Complainant and officer demographic pairings



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