

2011 OFFICE OF INTERNAL AFFAIRS

The year 2011 ended with the Office of Internal Affairs headed by Captain J. Angelo, staffed by Lieutenant R Mark Nolte and their assistant R. McElfresh. The Office of Internal Affairs is located on the third floor of Canton City Hall. The Canton Police Department is devoted to the cause, and striving to achieve the highest standards of ethical conduct in our employees.

The word "ethics" encompasses the standard of conduct governing all members of a profession. Police Officers exist to preserve law and order. The Greek philosopher Plato wrote that good government is wise, brave, temperate and just. This statement of ethics for police officers establishes broad standards to help police accomplish their mission in a manner that comports with good and wise government.

The Internal Affairs Unit is primarily responsible for conducting investigations of misconduct, allegations of a serious nature and those of a less serious nature. These allegations are generated both from the citizen population and from employees. The investigation of these complaints is conducted with three purposes in mind:

- 1. Protection of the Canton Police Department**
- 2. Protection of the Public**
- 3. Protection of the Employee**

Protection of the Department

The Canton Police Department is often judged by the conduct of its individual employees. It is imperative that the organization not be criticized because of the misconduct of a few. An informed public must have confidence that its police department honestly and fairly investigates and adjudicates all allegations of misconduct against its employees.

Protection of the Public

The citizens of the City of Canton have the right to receive fair, efficient and impartial law enforcement. Any misconduct by department employees must first be detected, then thoroughly investigated, and finally, properly adjudicated to assure the highest standards of conduct.

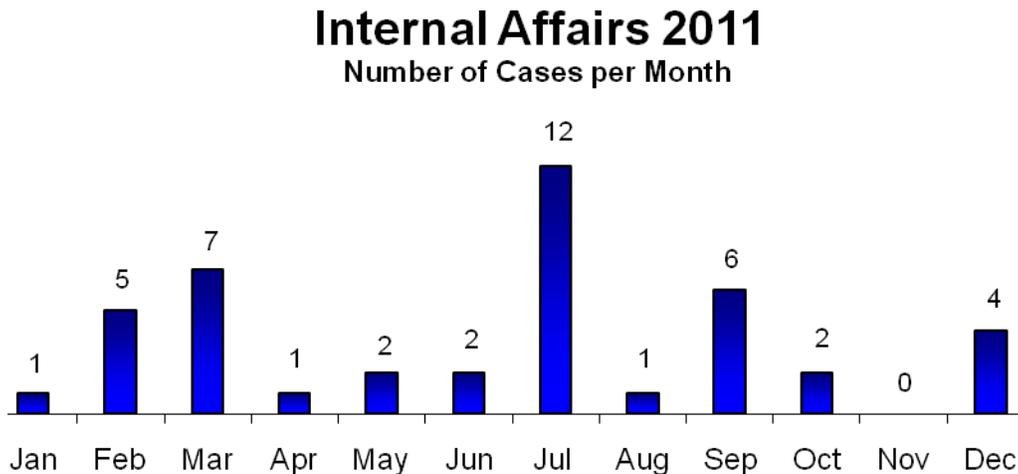
Protection of the Employee

Department employees must be protected against false and misinformed allegations of misconduct. This can only be accomplished through a consistently thorough investigative process. The Canton Police Department has a policy that states that officers are required to file "Use of Force" reports whenever the use of physical force is necessary to control an individual.

In 2011, Canton Police Officers completed one hundred and forty-four (144) Use of Force and/or Use of Taser reports.

As each new case comes into the Department, information about the personnel complaint, including the date filed and the particular allegation made, as well as maintaining the current status of that investigation is updated.

The following statistical chart will show the flow of cases to the Office of Internal Affairs as they occurred monthly during 2011.



The Canton Police Department maximum strength was one hundred and fifty-two (152) sworn police officers in 2011. In 2011, thirty-five (35) Canton Police Officers along with four (4) specialized units and four (4) Telecommunicators were named as “Focus Officers” in personnel complaints.

In 2011, there were forty-three (43) personnel complaints filed with the Office of Internal Affairs resulting in seventy-seven (77) separate alleged charges investigated.

Internal Affairs cases are grouped into two separate categories:

1. Departmental: Filed by an employee against an employee or group of employees.
2. Citizen: Filed by a citizen against an employee or group of employees.

Each case may contain one, or more than one, alleged charge against an employee. One complainant may accuse an employee of several separate violations in the same case. Each allegation is then thoroughly investigated, and a recommendation as to the disposition of the case is presented to the Chief of Police for review and final approval.

The outcome or disposition of each allegation is set into six basic categories.

Sustained: The allegation is supported.

Not Sustained: Insufficient evidence to either prove or disprove the allegation.

Unfounded: The allegation was false or did not occur.

Exonerated: The alleged act did occur, but was lawful and proper under the circumstances.

Referred: The allegation is to be decided by another authority.

Baseless: The allegation holds no merit or is senseless in nature.

As a result of the seventy-seven (77) total allegations against police department personnel, below are the dispositions based on the categories used for the year 2011.

Sustained	26	34 % of total
Not Sustained	13	17 % of total
Exonerated	4	6 % of total
Referred	1	1 % of total
Unfounded	21	27 % of total
Baseless	1	0 % of total
Withdrawn	2	2 % of total
Dismissed	0	0 % of total
Pending	9	12 % of total

The Mayor's Community Relations Commission, which has been in place since 2001, continues to work with the Office of Internal Affairs in a recommendation and advisement capacity in reviewing completed cases. At their request, the Commission has requested to review approximately one hundred and forty-nine (149) cases from 2003 through 2011. In 2011, the Mayor's Community Relations Commission and the Office of Internal Affairs requested to jointly review fifteen (15) cases.

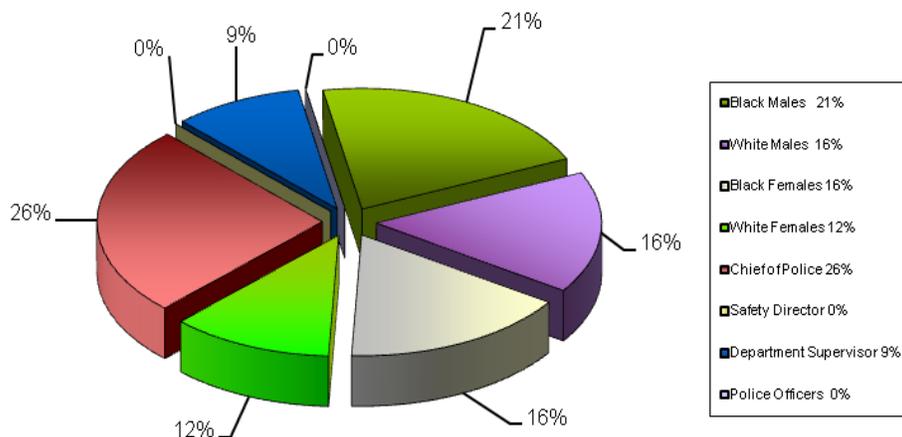
In addition to the filing of formal personnel complaints, the department's supervisory personnel can also implement administrative disciplinary measures against employees for violations of departmental rules. The following chart is the disciplinary action taken against police department personnel found to be in violation of departmental policies or rules in 2011.

Documented Verbal Counseling	1
Letters of Training	4
Letters of Reprimand	3
Suspensions from duty 1-3 days	1
Discipline pending	2

A breakdown of the forty-three (43) complainants who came into Internal Affairs during 2011 include:

Black Males	9	Chief of Police	11
White Males	7	Supervisors	4
Black Females	7	Other Officers	0
White Females	5	Safety Director	0

Percentage of I.A. Complaints for 2011



Additional information is available at www.cantonohio.gov on our Internal Affairs web page. There you can research how we operate, download a personnel complaint form, e-mail us confidentially, or obtain information regarding the Mayor's Community Relations Commission. In addition, this annual report is posted on our web page as well. The Internet site has been beneficial to the public in researching information about Internal Affairs, as well as assisting law enforcement officials in current procedures and regulations.

Lieutenant R Mark Nolte, OIC