

2013 OFFICE OF INTERNAL AFFAIRS

The year 2013 ended with the Office of Internal Affairs headed by Capt. D. Kurzinsky, staffed by Sgt. D. Zartman and assistant S. Meese. 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 it's police department honestly and fairly investigates and adjudicates all allegations of misconduct against it's employees.

Protection of the Public

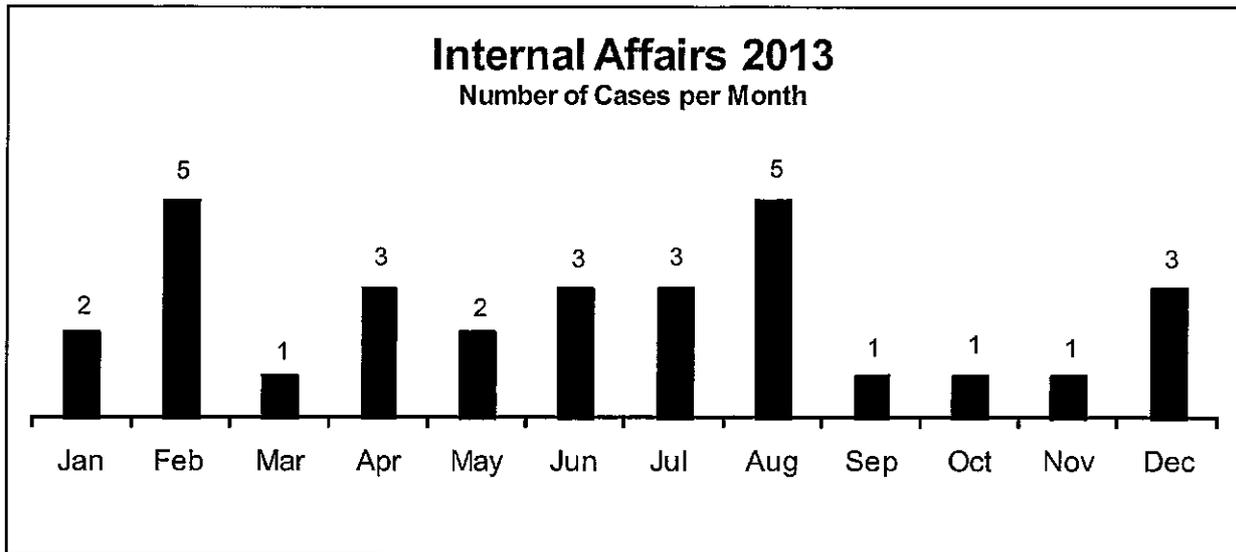
The citizens of the City of Canton have the right to receive fair, efficient and impartial law enforcement. Any misconduct by department employees must first be detected, then thoroughly investigated and finally, properly adjudicated to assure the highest standards of conduct.

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.

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 2013.



The Canton Police Department maximum strength was one hundred forty one (141) sworn police officers and twelve (12) cadets in 2013. In 2013, 30 Canton Police Officers, 1 Auxiliary Officer, 1 SWAT Officer and 1 Vice Officer were named as “Focus Officers” in personnel complaints.

In 2013 there were thirty (30) personnel complaints filed with the Office of Internal Affairs resulting in 66 separate alleged charges investigated, including one that was inactivated due to lack of cooperation on the part of the complainant.

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 complaint 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 forwarded to the newly formed Disciplinary Review Board, which reviews the allegations and recommends disciplinary actions to the Chief of Police. The Chief of Police then makes a final determination on discipline.

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.

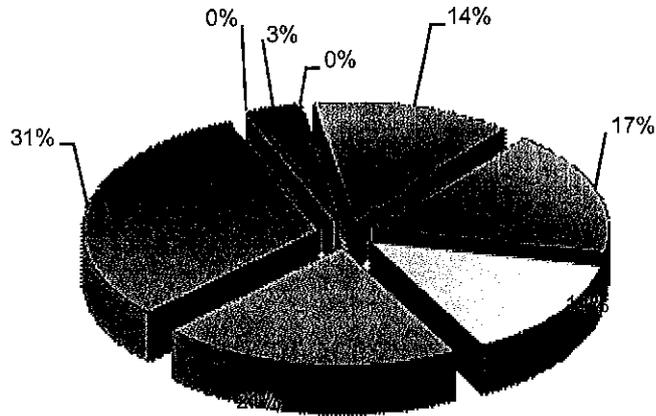
Baseless: The allegation holds no merit or is senseless in nature.

As a result of the 66 total allegations against police department personnel, below are the dispositions based on the categories used for the year 2013.

Sustained	22	33 % of total
Not Sustained	30	45.5 % of total
Exonerated	5	8 % of total
Referred	0	0 % of total
Unfounded	2	3 % of total
Baseless	0	0 % of total
Withdrawn	0	0 % of total
Dismissed	1	1.5 % of total
Pending	6	9 % 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 sixty eight (168) cases from 2003 through 2013. In 2013 the Mayor's Community Relations Commission and the Office of Internal Affairs requested to jointly review twelve (12) cases.

Percentage of I.A. Complaints for 2013



Black Males 14%	White Males 17%	Black Females 14%
White Females 21%	Chief of Police 31%	Safety Director 0%
Department Supervisor 3%	Police Officers 0%	

The following chart is a break down of discipline of formal Internal Affairs cases for 2013:

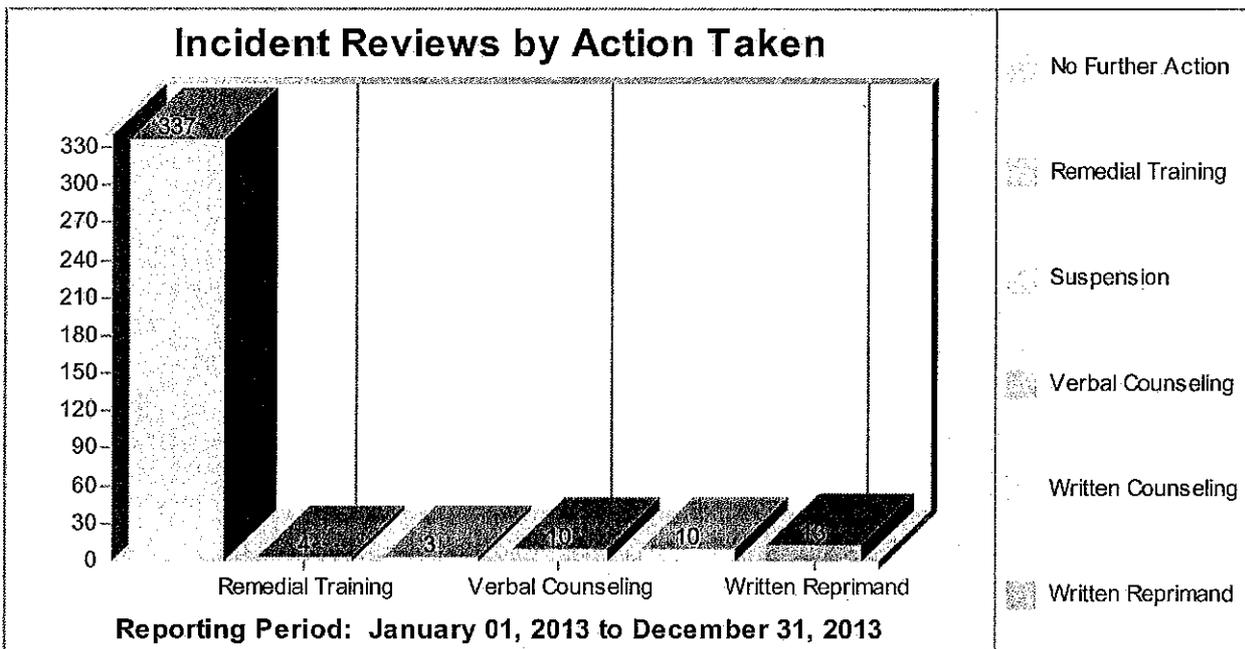
Documented Verbal Counseling	4
Letters of Training	5
Letters of Reprimand	3
Suspensions from duty	5
Discipline Pending	5

May began the utilization of a new program, IA Trak, offering details of internal, as well as external complaints. This is used for Internal Affairs investigations and incident reviews which consist of informal citizen's complaints, Use of Force reports, Employee Accident reports, Pursuits and any other departmental complaints requiring investigations of rule violations. Parameters can be set up by the administration to give warnings when officers reach the limit of actions so we can be proactive in training, etc. to avoid future problems.

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 2013 Canton Police Officers completed two hundred and fifty eight (258) Use of Force and/or Use of Taser reports. The department experienced forty seven (47) accident reports, fifteen (15) pursuits and sixty four (64) Rule and Regulation violations.

As a result of internal departmental complaints and departmental investigations into accidents, use of force incidents, pursuits and rule & regulation violations the following actions related to discipline were taken.



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.